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The Official Organ of the National Association of Local Government Officers

No. 1. Vol. 13.

JANUARY, 1930.

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Principal Contents



REPORT OF
ROYAL COMMISSION ON
LOCAL GOVERNMENT

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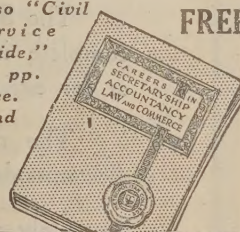
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Local Govt. Service,
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THE LOCAL GOVERNMENT SERVICE

No. 1.

January, 1930.

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*"By these three virtues be the frame sustained
Of British Freedom—Independent Life,
Integrity in Office, and o'er all
Supreme, a passion for the Commonweal."—THOMSON.*

Notes of the Month.

THE REPORT.

THE Final Report of the Royal Commission on Local Government is a record of painstaking care on the part of the Com-

mission, and also a distinct compliment to the dignity and standing of the Association because of the weight which is given to its evidence on matters affecting officials.

The Association has rendered a great service to the Local Government Officials of the Kingdom in bringing to the notice of the Royal Commission such a wide range of points for constructive attention. It is so long now since the Commission first sat and since the evidence was given that the extensiveness and depth of that evidence has been in danger of being forgotten.

We have often been accused of letting others take the credit due to us and for not sounding the trumpet more vigorously in praise of Nalگو. But the Association has always relied on achievement as its recommendation rather than irresponsible propaganda. In view of this Report nobody can question the work done by the Association or claim credit which is its due. Every section dealing with Service Conditions quotes the Association's evidence, and footnotes refer to the Association as authority for statements.

It is not out of place to recall that when the Commission was requested to give consideration to recruitment, the Association was the first to be called on for information, and we can state that the vision and range of the points raised covered every issue concerning the welfare and efficiency of the Local Government Officer. All the influences and all the weakness apparent were scheduled and dealt with.

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Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—e.g. "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

Later other Societies were called upon to give evidence, and they dealt wisely and efficiently with sectional matters, and in all cases their evidence supported the main contentions and general proposals of the Nalgo.

Apart from the prominence given to the Association and its evidence in the Report, it is stated definitely that the question raised by the case of *Brown v. Dagenham U.D.C.* was referred to the Commission by the Minister after receiving the deputation from the Association.

The Report is of such importance that we deal with it at some length in this issue. The three outstanding points are the appointment of a Departmental Committee on Recruitment, the recognition of contracts, and publicity as regards salaries and promotions. If the recommendations of the Commission are carried out there will be a brighter future for all Local Government Officials.

THE NEW YEAR.

ONCE again it is our pleasure to review a year of successful endeavour, and to regard the prospects of another busy and helpful twelve-month. The year 1929 has marked an epoch in Local Government in the passing of the Local Government Act, and 1930 will see the transfer of duties and powers take place under that Act. While the Association is fully cognisant of the wider implications and effects of that Act, it is more closely concerned at the moment with the position of officials who may be affected, and we look forward to much fruitful labour in handling the cases of those who will be transferred, and who may be adversely affected in the process.

Another line of effort and progress is indicated in the Report of the Royal Commission on Local Government as indicated above.

OUR NEW QUARTERS.

AT the moment of writing the extensions of the Headquarters office are in sight of completion; when the Association will have a building worthy of its size and dignity, and so arranged that the staff have adequate space and amenities to carry on their work.

We hope, however, that the extended premises will be regarded not only as the vague Headquarters, but as a rallying point

for members. Rooms will be available for meetings, and members who are in London on Parliamentary work will be particularly pleased with the opportunities afforded of rest or conference so near the House.

The Council Chamber will be let at a very moderate charge for meetings, and other arrangements can be made to provide a room where the visitor can meet a friend or fill in comfort a gap between appointments.

ARRANGEMENTS are now THE SUMMER SCHOOL.

almost complete for the Summer School which the Association will hold at Keble College Oxford, from the 2nd to the 16th August next. This is a momentous undertaking, and one which definitely sets the N.A.L.G.O. in the forefront of progress in dealing with the problems of the service as regards the status and qualifications of its officers.

In every way the conception of this school is wide. It is not being confined to officers only but members of Local Authorities will be admitted—and with respect we submit that they can profit by lectures and discussions on Local Government. It covers no narrow ground by taking the history, structure and development of Local Government as its subject. It has compiled an impressive list of lectures and discussions to be dealt with by a distinguished body of experts. And it has gone beyond the merely vocational aspect in planning the course.

The student and junior officer will get from the school much to help him to pass his examination and to do his job better, but he will get something more in the contact with brilliant minds and the wider view. The officer or councillor will have the opportunity of being lifted above the humdrum and necessarily restricted atmosphere of detail and routine, and will return refreshed and invigorated.

With commendable forethought the organisers have not allotted every hour to lectures and discussions. Time will be allowed for social events and the programming of rambles, river trips and explorations of the noble colleges will prove not the least valuable feature of the school, and should provide tender yet enduring memories for every one who attends.

Local Government.

Final Report of the Royal Commission.

*Insert from
this report
some time
ago.*

The Final Report of the Royal Commission on Local Government, recently published, consists of three main Parts: Part I, Functions of Local Authorities; Part II, Matters Relating to the Constitution of Local Authorities, and Part III, Local Government Officers. In addition there is a summary of conclusions and recommendations and various Appendices.

It is with Part III that our readers will be more generally concerned, and its sub-sections include conclusions and recommendations on Recruitment, Promotion and Transfer, Office Organisation and Position of Clerk to the Local Authority; Offices of Clerks of the Peace and Clerk of the County Council, Security of Tenure and Publicity as Regards Salaries and Promotions.

Recruitment.

In regard to recruitment, on which the Association gave evidence at length, the Report states: "It will be apparent from the foregoing summary of the evidence that several questions of major importance have emerged on which there is a divergence of opinion among competent observers. The main issue is whether the present system of recruiting local government officers is satisfactory, in which connexion the following controversial questions have been raised: whether inefficient or unsuitable persons secure appointment; whether appointments are made as the result of political, personal or sectional influences; and whether it is necessary to impose a less personal method of selection, by providing that appointments should in future be made exclusively as the result of qualifying or competitive examinations.

"On the subject of examinations, again, two important considerations are involved. As regards many of the technical officers, it will have been observed from the evidence that several of the vocational Associations have themselves set up examinations, the passing of which indicates a standard of technical qualification of undoubted value in the selection of candidates for technical posts; but the question arises whether the possession of such qualifications should be a statutory requirement in connexion with such posts.

"On the other hand, as regards clerical and administrative staff, the question has been raised whether there should be a minimum standard for all entrants, and, if so, what standard. It is obviously impossible to require one uniform standard for all departments and for all Local Authorities. In this connexion, we would again draw attention to an important difference which exists between the officers of Local Authorities and the Civil Service. The adoption of uniform standards, and of certain stereotyped forms of examination for all entrants into the Civil Service, is found to be desirable and practicable because there is considerable similarity in the organization of Government Departments, their staffs are transferable, and the expenses of all are paid from one source, viz., the Exchequer. But in the local government service each Local Authority are their own paymaster; and, therefore, each Local Authority claim independence in the selection of their officers.

"On two further points there is a cleavage of opinion in regard to recruitment. The first is that of articulated pupilage,

We commend to the particular attention of our readers these extracts from the Final Report of the Royal Commission on Local Government.

Points are dealt with which, if carried out, will make for progress in the service and improvement in the status of the officer.

and the second the appointment of University graduates. As regards articulated pupils, we are not satisfied that it is necessary to interfere with the system, so long as the arrangements are approved by the Local Authority concerned.

"As regards the appointment of University graduates, the evidence has revealed a

consensus of opinion that such candidates would be valuable recruits to the local government service, but views have differed as to the need for other technical qualifications. It appears, however, that there is no organized effort to obtain such recruits, or to remove the undoubted difficulties which exist in the way of bringing persons of 23 or 24 years of age into the service.

"One conclusion, we think, emerges quite clearly from the evidence given by witnesses approaching this subject from very different angles: it is at least open to question whether the present methods of recruitment are calculated to ensure that Local Authorities shall have at their disposal officers of the type needed to assist them in the discharge of the increasing responsibilities which Parliament is year by year laying upon them. The considerations indicated in paragraph 408 above reveal some of the questions which arise; and we consider that adequate answers can only be given as the result of a much more detailed investigation than has been possible by this Commission.

"We are glad to note that the Minister of Health viewed with sympathy the suggestion which was put before us for the appointment of a Departmental Committee on the recruitment of local government officers. We are of opinion that the appointment of such a Committee is the first necessary step towards the solution of the problems which have undoubtedly emerged from our investigation, and we therefore recommend that a Departmental Committee should be appointed to inquire into the recruitment of local government officers."

Promotion and Transfer.

Particular attention was given to the subject of qualifications for promotion and a general conclusion was reached. The advantages and ease of transfer of officers from one Authority to another were stressed, and it will be noted that in the following extract the members of the Commission stress the value of a uniform scheme of superannuation.

"As regards the promotion of officers within the service of individual Authorities, we do not think that any points have emerged from the evidence which call for comment. Local Authorities will not fail to realise the importance of reasonable prospects of promotion, if they are to attract and retain capable men and women in their service. The other means by which local government officers may seek to improve their position is by transfer from the service of one Authority to another. The extension of this practice would result in a higher percentage of officials being men and women of varied experience; and this pooling of experience would, in our view, be of advantage both to the individual and to the Authority. We are of opinion, therefore, that the local government service would benefit if the facilities for interchangeability were enlarged. This, however, depends upon the more general adoption of a uniform scheme of superannuation, to which reference was made by the Departmental Committee on the Superannua-

tion of Local Government Employees, who reported in 1928. That is a subject which, for reasons already indicated, we have not investigated, but it is not out of place to point out that since the Departmental Committee reported in favour of compulsory superannuation, the subject has become more urgent owing to the impending transfer under the Local Government Act, 1929, to the Councils of Counties and County Boroughs, of a number of officers who are now subject to the provisions of the Poor Law Officers Superannuation Act, 1896."

Position of the Clerk.

"With regard to the position of the Clerk in relation to the other officers of a Local Authority," the report states, "we are disposed to think that the difficulties in actual practice are not so acute as might be inferred from the divergent views expressed in the evidence. At the same time, we must record our opinion that some of the technical officers have claimed a degree of independence which should not be conceded. It is, in our judgment, imperative that one officer of the Council should be in a position to survey the various activities of the Authority, and to secure that they are properly focussed and co-ordinated, with reasonable uniformity and continuity. The most suitable officer to undertake this responsibility is the Clerk, and we have been unable to satisfy ourselves that the administrative machinery of local government could be worked on any other basis."

"This principle is, however, quite consistent with some of the suggestions advanced on behalf of the technical officers. For example, the Clerk need not, and should not, interfere with the technical staff on technical questions; and in particular the responsibility of the Chief Financial Officer for financial administration should be clearly recognized; further, technical officers should not be debarred from direct access to the Committees of the Council. The questions arising on such points become largely academic, once the principles are established that the Clerk must be kept informed of the activities of the various departments, and of the reports which the chief officers thereof make to the Council or Committees; that the Clerk is responsible for seeing that proper co-operation exists between the various departments, and for advising the Council thereon; and that the Clerk is the channel through which the Authority conduct official correspondence."

"We may sum up our conclusion by saying that in our opinion the Clerk to the Council must be the principal officer of a Local Authority and responsible for securing co-ordination between the several departments."

"The success of the Clerk in discharging this function will obviously depend largely on his personality and the relations which he establishes with the other chief officers of the Council. But there has been considerable discussion on the question whether the Clerk should necessarily have legal qualifications. In the majority of cases Local Authorities select their Clerks from persons so qualified. Many Authorities of moderate size find it necessary to combine the duties of Clerk and legal adviser; and we think that, generally speaking, the balance of convenience points to the selection of a Clerk with legal qualifications. We have come to this conclusion with two reservations. In the first place, we are aware that many Authorities are efficiently served by lay Clerks. Secondly, very large Authorities are able to provide for a qualified legal adviser on their staff other than the Clerk, and therefore need not require that the Clerk should have legal qualifications. In these cases it would, in our view, be regrettable if such a requirement were maintained to the exclusion of candidates who might bring into the service of an Authority administrative abilities of a high order."

The Clerk of the Peace.

"When every allowance has been made for the historical development of the combination of the offices of Clerk of Peace and Clerk of the County Council, and for the practical convenience of the arrangement in certain cases, we think states the report, "that the time has come to modify the anomalous position under which a County Council have authority to appoint their own Clerk, but must accept a person appointed by the Standing Joint Committee of the Clerk of the Peace, who moreover virtually enjoys a free office, unless he has elected to accept the provisions of the Local Government and Other Officers' Superannuation Act, 1922, in which case he can be required to retire at 65."

"We are glad to observe that the parties concerned have reached agreement in regard to the manner in which the Bill should be amended, and that the Associations representing the County Councils and the Clerks of the Peace have drafted an agreed Bill for this purpose. We understand that Your Majesty's late Government were prepared to adopt such a Bill or find time for its passage through Parliament as a Private Bill."

"We recommend that legislation should proceed on the lines of the agreed Bill."

Security of Tenure.

A feature of the discussion on security of tenure was the prominence given to the Association's deputation to the Minister of Health on the Brown v. Dagenham U.D.C. case, which led the Minister to refer this case and its effects to the consideration of the Commission."

Considerable space is given to the evidence given by the Association, and the Report gives the following conclusions and recommendations:—

"The effect of the evidence on the very controversial issue of the security of tenure of local government officers appears to us to be as follows:—

"(a) Many of the organisations representing officers of different classes urged that these officers should be accorded the same measure of security of tenure as was conferred on certain Medical Officers of Health and Sanitary Inspectors. In particular, this view was expressed on behalf of technical officers and the Clerks of Urban and Rural District Councils, but we observed that the representative of the Society of Town Clerks did not consider that Town Clerks would be justified in making such a request."

"(b) The argument for interfering with the basic principle of local autonomy in this matter was based largely on two considerations. In the first place, some of the officers already enjoy security of tenure, though it must be observed that the selection of the particular officer for protection at the hands of the Central Department can be explained partly by reference to the history of the development of certain local government services. Secondly, although there have been cases of wrongful dismissal were admittedly very few, it was suggested that fear of dismissal was constant in the present, and acted detrimentally upon the local government service, not merely because the feeling of insecurity was in itself a disturbing factor, but because officers might thereby be deterred from carrying out their duties without fear or prejudice. There was some suggestion in the evidence that this feeling of insecurity had increased recently, owing to victimisation of officers following upon changes in the complexion of the Local Authority."

"(c) On the other hand, it was clear that Local Authorities would strongly resent any further interference by a Central Department as between themselves and their employees. While it is obviously undesirable that an officer should be deterred from carrying out his duties as the law prescribes through

fear of incurring the displeasure of his Council, it is also unfortunate if a Council feel that an officer is not entirely their servant on whose whole-hearted co-operation they can depend. Moreover, it was agreed on all sides that the position of an officer who had been threatened with dismissal, but retained by direction of the Central Department, would in practice be impossible. In short, though the right of appeal might give the officer a feeling of greater security, it would seriously impair the feeling of mutual confidence which ought to exist between Local Authorities and their servants.

"(d) Apart, however, from these general considerations, the effect of the decision in the case of *Brown v. Dagenham Urban District Council* is regarded, both by Local Authorities and by local government officers, as revealing an impossible situation, which calls for a modification of the existing powers of Local Authorities to dismiss officers at pleasure and the enactment of a provision to secure that a contract between a Local Authority and their officer shall be effective.

"After carefully reviewing the evidence, we have come to the conclusion that complete security of tenure would not be in the best interests of local government. On the other hand, if there is such a feeling of insecurity as to create discontent in the service, this is inimical to good administration. We find that there is at present a sense of insecurity among certain classes of local government officers which ought to be mitigated, and the recent decision in the case of *Brown v. Dagenham Urban District Council* has intensified this feeling.

"We do not recommend that there should be an extension of the practice that the appointment or dismissal of certain officers should require the approval of a Central Department, thereby providing an appeal to a Central Department against a threat of dismissal. We should deprecate this as an encroachment upon local autonomy, and an unnecessary concentration of power in the Central Government. For practical purposes, moreover, an officer threatened with dismissal but retained by direction of the Central Department would find himself in an impossible position in carrying on the work of the Council against whose decision he had successfully appealed.

"In one direction, however, we consider that there should be an amendment of the law so as to provide that, notwithstanding the provisions in section 198 of the Public Health Act, 1875, and other analogous enactments empowering Local Authorities to dismiss their officers at pleasure, it should be competent for Local Authorities to enter into contracts with their officers providing for reasonable notice of termination of any such contract on either side, and that such contract should be binding on both parties."

Publicity on Salaries.

So strongly did the Commission feel on the question of personal publicity raised on officers' salaries and promotions that it concludes:—

"We are impressed by the fact that this question has been raised not only by representatives of local government officers, but by representatives of Local Authorities who, without any desire to limit proper public discussion of the expenditure of public money on salaries, strongly deprecate public debate upon the salary and promotion of individual officers. It is clear that the publicity given to invidious discussions of personalities may have very detrimental effects upon the service, and it would be desirable for Local Authorities to consider by what procedure this might be minimised."

The Report contains also a Summary of Conclusions and Recommendations, and is very well indexed. It may be obtained (price 3s. net) from His Majesty's Stationery Office.

Parliamentary Notes

During the past month Parliament has been largely occupied with the Unemployment Insurance Bill, and time has been restricted for questions and any other than Government business.

On the 26th November Mr. J. Beckett (Labour, Camberwell) moved a Bill to permit Local Authorities to spend an amount up to a penny rate annually on the establishment of municipal theatres. Mr. Beckett spoke of the drama as an educative factor, and instanced the good work done by the repertory companies. Opposition was made on the grounds that local proprietors of cinemas, theatres, and concert halls would be compelled to contribute towards rate-aided competition, but Mr. Beckett got his motion through.

Staff Salaries.

Major Glyn (Conservative, Abingdon), on 28th November, asked the Minister of Health what is the sum paid annually by Local Authorities for the salaries of clerks and other members of their clerical staffs; how much is spent on office expenditure, upkeep of board rooms, etc., fees for certificates in lunacy cases, and other miscellaneous administrative expenses common to both institutional and domiciliary relief, each item separately, and giving in the case of the staff the number of male and female officials? In reply Mr. Greenwood stated that the returns furnished by the Department did not distinguish the sums paid by all Local Authorities for the salaries of their clerical staffs, but the terms of the question suggested that the information desired related to Poor Law authorities. The following statement shows the general administrative expenditure of Poor Law authorities in England and Wales during the year ended 31st March, 1928: Salaries, and other remuneration of clerks, treasurers and other members of the clerical staff employed in the general offices, etc., £841,624; buildings and repairs, furniture, rents, rates, taxes and insurance (general offices, board rooms, etc.), including loan charges, £182,347; certification and cost of conveyance of lunatics, £62,607; miscellaneous administrative expenses (settlement and removal expenses, stationery, printing, postages, etc.) £301,309; making a total of £1,387,887.

Information as to the number of male and female officials of Poor Law authorities is not available.

Appointments, Bermondsey.

On the 28th also Sir Kenyon Vaughan-Morgan (Conservative, Fulham) asked the Minister of Health what steps he proposes to take with reference to the recent decision of the Bermondsey Board of Guardians to appoint a number of temporary officers to the permanent staff; whether, in view of the transfer of Poor Law administration to the county councils and county borough councils on 1st April next, he contemplates withholding his approval to the making of permanent appointments of the nature above alluded to; and whether persons appointed to permanent posts between now and 1st April next will be entitled to compensation should their services be dispensed with owing to their not being required under the new organisation of public assistance?

Mr. Greenwood replied: "I am at present in communication with the guardians in regard to their proposal. I am not prepared to give any approval to avoidable additions at the present time to the Poor Law staff. Claims for compensation under the Act of 1929 depend upon membership of the Poor Law service on the two dates 12th November, 1928, and 1st April, 1930. The present proposal of the guardians is therefore not one which would give rise to additional claims of this kind."

Joint Industrial Councils.

Mr. Everard (Conservative, Melton) asked the Minister of Labour on the 5th December whether she is considering the question of making the findings of joint industrial councils binding on all employers in the industry concerned; and whether she intends to introduce legislation on this subject? The Minister replied that representations had been made to her on this subject by the Association of Joint Industrial Councils, but that she was not aware that there was such a degree of agreement on this subject either among the joint industrial councils or among employers' organisations or trade unions as would justify her in introducing legislation.

Sanitary Surveyor and Inspector, St. Austell (Salary).

Mr. T. Griffiths (Labour, Pontypool) on the same date raised the question of the advertisement issued by the St. Austell Rural District Council for a fully qualified whole-time sanitary surveyor and inspector at a salary of £180 per annum, rising by £10 per annum to £230, and asked the Minister of Health if the advertisement was first submitted to him for his approval in accordance with Article 8 of the Sanitary Officers Order, 1926; whether the proposed salary is approved as adequate; and, if not, what action he proposes to take with the authority concerned?

Mr. Greenwood replied that the advertisement was submitted, and while he must not be taken to hold that the salary offered would normally suffice to attract and retain the services of a fully competent officer, there were certain local circumstances which did not justify refusing to acquiesce in the terms of the council's offer.

Superannuation.

On the same date Mr. Ede (Labour, South Shields) asked the Minister of Health if his attention had been called to the future position of men employed on highways by the rural district councils of England and Wales in areas where the rural district council has included such men in a scheme under the Local Government Officers Superannuation Act, 1922, in counties where the county council has not a scheme under the Act for men employed on highways; and what action he proposes to take in the matter, in view of the transfer of all highway powers from rural district councils to county councils as from 1st April, 1930?

Mr. Greenwood in reply referred the questioner to the provisions of Section 125 of the Local Government Act, 1929.

Recruitment.

Arising out of the Report of the Royal Commission on Local Government Mr. Simon (Liberal, Withington), on the 12th December, asked the Minister of Health whether he will appoint a Departmental Committee on the recruitment of local government officers.

Mr. Greenwood replied that this matter was receiving his consideration with other recommendations of the Royal Commission.

Service Conditions—continued.

considered, or even read, by the officers concerned, or even the members of the Council themselves.

On the application of the Richmond (Surrey) Branch, made through the local Joint Staffs Committee, the Town Council has increased the additional remuneration granted on the passing of the N.A.L.G.O. examinations (Intermediate or Final) from £7 10s. to £10 per annum; it was further agreed that £15 additional salary should be paid to those passing the Royal Sanitary Institute's examination in sanitary science, as applied to buildings and public works; the sum of £10 per annum, as additional salary, is offered for the moat inspector's certificate

Service Conditions.

Superannuation.

The West Riding County Council, and the Shipley Urban District Council, have been giving attention to the question of increasing the minimum allowance in respect of non-contributory service. In the case of the West Riding County Council, the following has been decided upon:— "Where allowance is less than £156 per annum, £1 per annum has been added for each year of service up to a maximum allowance of £156; providing that no allowance shall be less than £65 per annum." (Subject to approval of Ministry of Health.) The Shipley Urban District Council have agreed to grant 80ths in respect of non-contributory service. In cases, however, where the allowances at that rate amount to less than £1 per week, 60ths will be granted.

The Notts County Council have adopted the Superannuation Act. The appointed day is 1st April, 1930.

The L.C.C. has deposited with the Ministry of Health for approval its amended Superannuation and Provident Scheme, containing the terms offered to transferred Poor Law Officers who will come under the Council on the 1st April next. Objection is taken to the requirement of 5 per cent. contributions, and objection has been lodged on this ground.

The Creve Branch has persisted in its efforts, in the face of much opposition, to obtain the adoption of the Act, and it is hoped the matter will shortly be brought to a successful conclusion.

The Wallasey Corporation have at length moved in the matter of the amendment of their present Superannuation Scheme to bring it in line with the Act of 1922. A meeting of the members has been held to consider the Corporation's proposals, which generally, safeguard the rights of existing contributors. Among other points, however, it has been decided to press that the option to retire at 60, which contributors to the old Scheme possess, should be sought in the new scheme so far as the old contributors are concerned.

The D.O.S. has addressed the Tadcaster Rural District Council on the question of adopting the Superannuation Act, and the Council have agreed to consider the matter at a future meeting.

The County Borough of West Hartlepool, and the Borough of Jarrow have agreed to obtain Actuarial Reports.

An error crept into these Notes in our last issue in respect of the number of Authorities in Yorkshire which have adopted the Act. The number was stated as 59, but it should have been explained that such number refers to the West Riding only. The number of Authorities in the County of Yorkshire which have schemes in operation is 72, comprising approximately 6,078 Officers and 10,045 Workmen respectively.

Salaries.

A new scale of consolidated salaries was adopted by the Hammersmith Council on the 1st October, with effect as from the 1st April, 1929.

The Finsbury Borough Council has also adopted a new consolidated scale of which it is hoped to give particulars in the near future.

Following an investigation by Sir Leonard Coates into the financial Department at Workington, the D.O.S. was called in to consultation by the officers concerned in the Report. As a result of this meeting, the Council were induced to accept an officer's resignation on the grounds of ill-health, and to pay him his appropriate Superannuation allowance. The criticism of other departments is still a matter for consideration by the officers, who are very incensed that the report should have been given to the Press before it had been

Continued in Previous Column.

Voting by Machine.

A Successful American System.

This is an era of efficiency. Public officials, recognizing the business trend toward mechanical efficiency, are altering the machinery of government to make it as efficient and economical as possible.

It is frankly conceded by those who have been identified with election boards that the paper ballot system is both inefficient and cumbersome. No matter how well the voter has been instructed to vote, speedy and easy voting is hampered by the long time consumed in marking each preference with a pencil. In the event that a voter, intentionally or through sheer negligence, defaces his ballot, he must secure another, which invariably impedes the progress of the election.

Thus, wherever paper ballots are used, the procedure is so slow that, despite the efforts of election officials to expedite matters, long lines of voters generally form, and it sometimes takes hours to get into the election booth. Many voters even forgo their privilege of voting rather than suffer the hardship and loss of time which paper balloting involves.

SIMPLE, EASY AND SPEEDY.

So simple and easy is the procedure for voting on a Voting Machine that public officials have declared that a child of five years can easily operate it. And so speedy is it, that as many as 1,054 voters have voted on one machine on election day. All election officials report that an average of one voter a minute can easily register his vote on the Voting Machine without undue pressure.

The Voting Machine is very carefully designed to speed up voting. As it stands in the polling place, it is at all times in plain view of the election officers and voters. All sides of it are visible, and, when it is not being voted on, its face may be inspected at will.

When a person has been passed as duly qualified to vote, he steps up to the machine and the election officer raises the entrance knob at the end of the machine. This entrance knob is visible to everyone in the room and, when raised, unlocks the curtain lever which controls the voting mechanism. Thus it is impossible for anyone to vote on the machine without the knowledge of the election officers.

SECRECY ENSURED.

The voter now enters the space in front of the machine and swings the curtain lever at the top to the right. This closes the curtain completely around him, and at the same time automatically unlocks the machine for voting. It is utterly impossible to vote on the machine while the curtain is open. When the curtain is closed it entirely conceals the voter, so that no one can see the face of the machine, or ascertain, by any means, the voter's choice of candidates.

When the voter has closed the curtain he finds the completed ticket in large and legible type right before his eyes. The candidates' names are arranged in horizontal rows, one or more rows for each party, with a voting pointer above each name. At the top of the columns of names are the titles of the offices for which the candidates are running. Above these is the row of questions and

In the United States the paper ballot is rapidly being replaced by voting machines at local, state and national elections.

The method of operating this machine is described in this article, for which we are indebted to the Automatic Voting Machine Corporation of Jamestown, New York, U.S.A.

amendments, with pointers so that the voter may vote "Yes" or "No" as he desires.

The voter now arranges his ticket by turning down the pointers over the names of the candidates for whom he wishes to vote. The machine is so arranged that he cannot turn down more than one pointer for each office, unless more than one candidate is to be elected to that office. He also turns

down the pointers over the "Yes" or "No" on the questions which are submitted.

If the law so provides, the voter may vote a "Straight Party Ticket", simply by pulling towards him the party lever at the left end of his party row. This turns down into voting position all the voting pointers in the party row. Where state laws require individual voting for each candidate, the party levers are covered with a shield, compelling the voter to turn down a pointer over the name of each candidate for whom he wishes to vote.

The voter may change his vote as many times as he wishes while the curtain is closed around him. All that he is required to do is turn back the pointer turned down in error and turn down the correct pointer. He wastes no time in doing this and does not impede the progress of election, as he would if he had incorrectly marked a paper ballot.

CASTING THE VOTE.

When his ticket is arranged to his entire satisfaction the voter swings the curtain lever to the left. This action first registers his vote, adding each vote to the totals already cast, then turns the pointers back to the unvoted position, opens the curtain, and locks the curtain lever in the open position until it is again released by the entrance knob.

When necessary, the election officer can control the questions and prevent the voter from voting when he is not entitled to do so and a similar adjustment governs restricted offices. The voter can also vote for persons not nominated by writing their names on the roll of paper under the slides above each column at the top of the Machine.

Masonic Notes.

A really delightful evening was enjoyed on the 28th November at the Guildhall, Nottingham, by those who attended the Installation Dinner of the Nottingham Munia Lodge, No. 4415. Membership of the Lodge is confined to Municipal Officers of Nottingham and District, and the Worshipful Master is Mr. J. E. Richards, the Deputy Town Clerk of Nottingham. Mr. John Pepper, the Honorary Secretary of the Nottingham Branch, is Secretary of the Lodge.

Members who remember Captain W. J. Wade will be interested to learn that on the 18th November he was installed as Worshipful Master of Lodge Jethro, No. 448, at Manly, Sydney, N.S.W. In a letter to the General Secretary Captain Wade offers good wishes to the Association, and states that he looks forward to seeing old friends and colleagues soon.

Annual Meetings and Reports.

A feature of the large number of Branch Annual Meetings held recently has been the enthusiastic interest which is shown in the work of the Association. It is safe to say that never has there been a time when so much keenness has been evidenced.

Local Government Officers everywhere are appreciating to the full the work the Association is doing on their behalf. It is gratifying to note that most Branches show an increased membership.

A concise and informative Annual Report presented to a well-attended meeting of the Beckenham Branch showed the many activities and keen interest of the members. Expressions of sympathy with Mr. Gedney, the Clerk, in his illness were made. The Chief Organising Secretary, Mr. Fox, addressed the gathering.

Mr. F. R. Finch, Chairman of the District Committee, attended the Annual Meeting of the Surrey County Officers' Branch on the 26th November. The meeting was well attended. The Branch is doing well. ●Tea was served in the hall prior to the meeting.

At the Annual Meeting of the Croydon Branch the chair was occupied by the President, Col. Dr. J. M. Newham, O.B.E., B.A., E.L. Town Clerk, and after the more formal business had been disposed of he gave an address on the provisions of the Local Government Act, 1929, which was very much appreciated.

At the Annual Meeting of the Erith Branch the retiring President, Mr. R. W. Bagshaw, was presented with a silver cigarette case as a token of appreciation for his services during the past year. A photograph of Mr. A. P. Johnson, suitably framed, was hung in the club room. The membership has increased to 75, and a further three Life Members to the B. & O. Fund have been nominated.

The first Annual Report proved that the Dudley Branch is now well established and well supported. The members' thanks are due to Dr. P. S. Blaker, President; Mr. R. M. Lindley, Hon. Treasurer; Mr. L. A. Cave, Hon. Secretary; and Mr. G. A. Lord, Hon. B. & O. and Social Secretary, for their work in achieving this good result.

At the Gwent Annual Meeting, Mr. L. A. Wallen, Clerk to the Nantyglo and Blaina U.D.C., was re-elected President. It was decided, now that the Monmouth County Council have adopted the Superannuation Act, to make a special effort to secure the adoption of the Act throughout the County.

There was a good attendance at the Annual Meeting of the Gainsborough Branch. The Annual Report of the Executive Committee showed an increased contribution to the B. & O. Fund of nearly 100 per cent. over that of the previous year. Tribute was paid to the retiring Hon. Treasurer (Miss E. E. Bradshaw) in respect of her splendid efforts in that capacity during past years in the interests of the Association. The following officers were re-elected:—Mr. F. G. Tweed, President; Mr. W. Kirk, Vice-President; Mr. E. L. Harvey, Chairman, Executive Committee; Mr. E. R. Morgan, Honorary Secretary; Mr. S. R. Geson was elected Honorary Treasurer. Following the meeting there was a Whist Drive.

The Annual Meeting of the keen and active Lincoln City Branch was held on 6th December. The Annual Report again recorded increased membership, and expressed pride in winning the East Midlands B. & O. Shield. Mr. A. Applewhite was cordially thanked for his enthusiastic support and generous hospitality during the year. Mr. G. Twist was elected President for the ensuing year.

Mr. Eric W. Scorer, Clerk to the County Council, presided over the Lindsey C.C. Branch Annual Meeting. The Report recorded increased membership and a successful

year's work. It was decided to approach the County Council again regarding Superannuation, and the Council have now agreed to obtain an Actuarial Report.

At the Ilkeston Branch Annual Meeting, Mr. E. I. E. Williams, Town Clerk, was re-appointed President, and Mr. S. Walker and Mr. G. Smith were appointed Hon. Secretary and Hon. Treasurer respectively. Mr. N. W. E. Hamm was thanked for his services as Hon. Secretary. It was decided to approach the Town Council regarding Superannuation.

The Nottingham City Branch Annual Report showed that the Branch is approaching the 100 per cent. membership class, and that another very valuable year's work had been accomplished. Especial satisfaction was expressed at the adoption of the Superannuation Act. Mr. R. H. Mason, Gas Accountant, presided over the Annual Meeting at the Guildhall on 22nd November, when the Annual Report was approved, and Mr. J. E. N. Davis, D.O.S., gave an address on the work of the Association.

Mr. K. Tweedale Meaby, Clerk of the County Council, presided over the Notts. C.C. Branch Annual Meeting, and was re-elected President. The Report showed that the special difficulties which a year ago confronted the Branch had been completely overcome, and that the Branch was much stronger than it had been hitherto. Mr. R. C. Parsons, Hon. Secretary, and Miss F. R. E. Davies, Hon. Treasurer, were heartily thanked for their valuable services.

The Annual Report records another year's successful work of the Salop C.C. Branch. The all-round interest and participation in the Association's activities is especially pleasing.

The Annual Meeting and Annual Report indicated that Smethwick's keen interest in the Association is maintained. Mr. S. Childs, M.A., Director of Education, was elected President, and Mr. J. H. Wright, Chief Sanitary Inspector, Vice-President. A vote of thanks was accorded the retiring President, Captain R. Fletcher, Engineer and Surveyor, for his sterling services, and a presentation was made to the Hon. Secretary, Mr. H. N. Schrader, on the occasion of his wedding.

The Walsall Branch Annual Report showed a splendid increase in membership and active support of the Association. Appreciation of the services rendered by Mr. T. Harrison, late Borough Treasurer, in the office of President, and good wishes for every success in his new office, are recorded. Mr. H. H. Martin, who had given the most active and successful service to the Branch as Hon. Secretary, was also congratulated on his appointment as Parks Superintendent at Dudley. Mr. A. Mellor was appointed Hon. Secretary.

At the Annual Meeting of the West-Bromwich Branch, Dr. W. Stott, Medical Officer, was elected President. Steps taken to secure the adoption of the Superannuation Act were reported, and it was decided to continue such efforts. Mr. A. Wilcomb Smith, Transport Manager, the retiring President, and Mr. E. H. Cartwright, Hon. Secretary, and Mr. F. W. Randle were heartily thanked for their services.

Unhappily for some time the Neath Borough Branch has not been as active as of old. We are glad to record that at a recent meeting it was decided to re-form and to arrange for keener support to be given. Mr. Edgar Morris was appointed Hon. Secretary vice Mr. W. Llewellyn Thomas, who for some years had given useful service to the Association.

The Annual Meeting of the Bolton and District Branch was held at the Town Hall on the 5th December, when a good attendance was recorded. The meeting was addressed by Mr. F. J. Willett (of Salford), and in the course of the evening a hearty reception was accorded to the Rev. W. T.

Harrop (curate of Deane Church, and late of the Bolton Tramways Department) who, in recognition of his past services to the Association, has been appointed honorary Chaplain to the Branch.

The Annual Meeting of the Denbighshire Branch was held on Tuesday, November 12th, when an encouraging report of the state of the Branch was given. There was an increase in membership, and also an increase in the number of members of the Branch who had taken advantage of the Provident Society, etc. The County Treasurer, Mr. J. D. Jones, was elected President of the Branch, and Mr. T. Powell Hughes and Mr. G. O. Williams re-elected Hon. Secretary and Hon. Treasurer respectively.

At the Annual Meeting of the Rhyl Branch a most satisfactory balance-sheet and report was presented. This Branch is to be congratulated on the progress it has made during the past few months, much of which progress is due to the energetic work of the Secretary and other officers of the Branch. A 100 per cent. membership was reported. Following the Meeting the members proceeded to the Annual Dinner, which was a very successful affair.

The Annual Meeting of the Colwyn Bay Branch was held on the 17th November. The report showed a satisfactory state in the Branch, and it was reported to the Branch that the "Turnbull Shield" for having contributed the highest amount per member to the B. & O. Fund in the North-Western District, working out at £3 12s. per member, had been awarded to them.

The Annual General Meeting of the Bedford Branch was held at Bedford on Saturday, December 7th. There was only a fair attendance. The Committee reported a steadily increasing membership. This also applied to the Provident and Approved Societies. Subscriptions and special efforts for the B. & O. Fund had resulted in the sum of £40 being sent to Headquarters.

The Annual Meeting of the Bath Branch was held on the 4th December, when the Town Clerk (Mr. J. Basil Ogden), the President, was in the Chair, and His Worship the Mayor (Mr. Councillor Aubrey Bateman) was also present. The report showed a gratifying increase in the membership, and the good attendance at the meeting and the enthusiasm of the members signified the interest of the members in the Association. The meeting decided to ask the Finance Committee of the City Council to again recommend the Council to adopt the Local Government and Other Officers' Superannuation Act, 1922, as from the 1st April, 1930. The Branch Journal is still received by the members with much enthusiasm and has, thanks to the Editor (Miss N. M. G. Lapham), gained much popularity. The Wilts County Officers Branch are now in keen competition with the Bath Branch with regard to the publication of branch journals.

The Annual Meeting of the Bucks County Branch was presided over by Col. G. R. Crouch. In submitting the Tenth Annual Report Mr. H. H. Yea stated the membership was now 125, as compared with 114 last year. Eighty-one members of the Branch contributed to the B. & O. Fund. The record sum of £27 5s. 9d. was subscribed last year by this Branch to the Fund.

At the Annual Meeting of the Cambridge Branch it was reported that the membership had increased by nine. The Branch was successful in winning the B. & O. Fund Cup for the Branch in the Eastern District contributing the highest average amount per head during the year, with £50 14s. 6d. contributions, an average of 15s. 4½d. per head of membership.

A big increase in membership was reported at the Annual Meeting of the East Sussex Branch. Mr R. H. B. Jesse, Vice-President, was in the Chair in the absence of the President, Mr. H. J. T. McIlveen.

The Annual Meeting of the Cornwall County Council Branch was the best attended meeting yet held. Ten new members have been received. The Annual Dinner will be held on January 31st. Mr. E. P. Adams, the newly elected Chairman of the Executive Committee, has since been elected a member of the Truro City Council.

At the Annual Meeting of the Devon C.C. Branch, held at Exeter, Mr. L. G. Bickers, who retired from the post of Hon. Secretary, to which he was appointed in 1919, was presented with a Pye five-valve portable wireless set and licence and an illuminated album containing the names of over two hundred subscribers in recognition of his services. Mr. K. C. Davis was unanimously elected Hon. Secretary, and Mr. I. S. Phillips, Assistant Hon. Secretary. A most successful Annual Dinner followed at Deller's Café, and amongst those present were Sir Ian H. Amory, Bart. (Chairman of the Council's Finance Committee), Mr. Evan R. Wood (of Ilfracombe, a former member of the National Executive Council), Mr. L. Hill (General Secretary of the National Association), and Mr. C. J. Newman (Deputy Town Clerk of Exeter). Mr. Brian S. Miller (Clerk of the County Council) presided.

The members of the Halifax and District Branch gathered in strong force at the Co-operative Café in Northgate for their Meeting and Annual Dinner. The company was honoured with the presence of the Mayor, Mr. Alderman Edgar Smith, J.P., and Mr. H. S. Newton, the Chairman of the Management Committee of the B. & O. Fund. The Annual Report, especially that part dealing with the increased membership, showed that the Branch is vigorous.

The Annual Meeting of the Hampstead Branch, held on 27th November, was a historic occasion. Mr. Ernest Carter, who has been associated with the work of the Branch since its formation, and who has held the post of President for the last three years, retired from the Presidency, and also from the service of the Council. He was presented with an all-electric wireless set by the members, with their good wishes for many happy years of retirement. The entry of the Branch on its twenty-first year of life was also happily signalled by the election of Mr. A. P. Johnson, the President of the National Association, as President for the ensuing year. The members are naturally well pleased with the honour conferred on the Branch by this appointment. Mr. C. W. Durley, who retired from the Chairmanship of the Executive Committee after six years' service in this capacity, which was preceded by nine years as Treasurer of the Branch, was presented, as a token of esteem, with a canteen of cutlery. Mr. A. Peverett was elected Chairman of the Executive Committee, and, as a token of appreciation for services rendered as Honorary Secretary for the last seven years, was also presented with a canteen of cutlery. Mr. T. D. Bradford was re-elected Honorary Treasurer, and Mr. R. H. Box was elected as Honorary Secretary. The Branch has had another very successful year, and there is every reason to believe that the solidarity that has characterised the organisation of the Branch in the past will continue, to the advantage of all concerned.

The Annual Meeting of the members of the Hants County Officers' Branch was held at the Castle Winchester, on Monday, the 9th December, when Mr. F. V. Barber the President, took the Chair. There were also present Mr. W. E. Madams, Vice-President, Mr. A. C. Hughes, Mr. C. F. Hughes, Mr. P. W. Fuller, Mr. J. M. Templeton, Mr. C. G. Hickson, Mr. H. W. Butler, and a very large number of members. The Annual Report, presented by Mr. J. F. Pearson, Chairman of the Executive Committee, showed that the membership had increased during the year from 178 to 207, and it was hoped with the New Year to see a considerable influx of new members.

The Annual Meeting of the Lewes and District Branch was held at the Town Hall, Lewes, Mr. C. W. Stephenson (Pown Clerk of Lewes) being in the Chair. The temporary committee appointed to form the Branch reported that the membership was now 25, covering the majority of the District Councils in East Sussex.

Features of the Annual Report of the Herefordshire C.C. Branch are the increase in membership, the progress of the Savings Association, and the poor support of the B. & O. Fund. As regards the latter, the Report may stimulate the generosity of some of the many backward members.

Lancashire C.C. Branch is one of the fortunate larger Branches which can afford a nicely printed Annual Report. It reports a really good increase in membership, growing support of the B. & O. Fund, and progress in nearly every Branch activity.

The Annual General Meeting of the Port of London Authority Upper Division Staff Branch, now in its third year, was held on November 26th. The President of the Association honoured the meeting with his presence, and delivered a very interesting and instructive address, which was much appreciated. He congratulated the members on the healthy condition of the Branch as evinced by the Annual Report.

The Sixth Annual General Meeting of the Maidstone Branch was held on the 28th November, when Mr. E. W. B. Abbott, the Vice-President, presided over an attendance of 30 members. An increase in the membership was reported, and, in view of the possibility of the adoption by the Town Council of a superannuation scheme, it was hoped that a 100 per cent. membership would be gained. Mr. S. Lance Monckton, Town Clerk, and Mr. E. W. B. Abbott, Director of Education, were re-elected President and Vice-President respectively. A hearty vote of thanks was accorded to Mr. W. A. N. Baker, the retiring Honorary Secretary, for his unceasing efforts on behalf of the Guild, and Mr. L. W. Busbridge was appointed in his stead, with Mrs. Florence Bolam as Assistant Secretary. Mr. E. E. French, Junr., was re-elected Hon. Treasurer.

The Annual Meeting of the Somerset Branch was held at Weston-super-Mare, President Mr. S. M. Harding (County Treasurer) presiding over an attendance of about 100 members. The Annual Report showed an increase in the membership of 15 over last year, the total now being 243. A very important item in the report was the recommendation of the Executive Committee to invite the Annual Conference of the Association to be held at Weston at Whitsuntide, 1932.

The Annual Meeting of the Tynemouth Branch was the largest meeting ever held under this Branch, 85 members being present. The Report shows an increase in membership of 20 during the year ended 31st October, 1929, the numbers having risen from 93 to 113. The question of the designation of posts under the Superannuation Act, 1922, is at present engaging the attention of the Council, and it is hoped to have official news after the next Council meeting.

The Swadlincote Branch held its Annual Meeting on the 6th December, when the retiring Chairman, Mr. W. P. Tunnicliffe, kindly entertained the members to tea. The following officers were elected for the year 1929-1930:—President, Mr. W. P. Musson; Vice-Presidents, Messrs. E. R. Allen, W. P. Tunnicliffe, G. A. Taylor, Geo. Pollard and A. C. Wilton. Chairman, Mr. C. W. Hull; Hon. Secretary, Mr. R. G. Watson; Hon. Treasurer, Mr. A. C. Wilton; Hon. Auditors, Messrs. E. R. Allen and C. W. Hull. It was decided to hold the Annual Social early in the New Year, when a Whist Drive will be held on behalf of the B. & O. Fund.

(Continued at foot of next column.)

District Committee Meetings.

The Annual Meeting of the North Western and North Wales District Committee was held at the Town Hall, Liverpool, on Saturday, 7th December, when there was an excellent attendance of delegates. The delegates were welcomed by the Deputy Lord Mayor (in the absence of the Lord Mayor), Major Denton, and the Lord Mayor kindly entertained the delegates to afternoon tea. Mr. J. W. Wilkinson (Southport), Mr. W. H. Whinnerah (Manchester), Mr. C. A. Roscoe (Manchester), and Mr. F. J. Willett (Salford) were unanimously re-elected Chairman, Vice-Chairman, Hon. Treasurer, and Hon. Secretary to the District for the coming year. After the meeting the delegates attended the Annual Dinner of the District, and among the guests were Mr. A. P. Johnson (President of the Association), Mr. W. E. Lloyd (Hon. Treasurer), and the Deputy Lord Mayor (Major Denton).

The Annual Meeting of the North Wales District Committee was held at the Council Offices, Prestatyn, on Saturday, 26th October. Mr. George Vernon Price (Wrexham) was elected Chairman; Mr. Oswald Thomas (Ruthin), Vice-Chairman; and Mr. R. Hext (Colwyn Bay) re-elected Hon. Secretary for the District. Progress was reported in the District, and altogether a satisfactory meeting was held.

The Annual Meeting of the Yorkshire District Committee was held on the 7th December, at the Town Hall, Leeds. The Deputy Lord Mayor (Councillor C. V. Walker) extended a welcome to the representatives. Mr. F. Marsden presided and there were 78 representatives present. Considerable interest was shown in the activities of the District during the past year, as outlined in the Annual Report. It was agreed to assist a number of small Branches by means of grants to send representatives to Conference, and the Secretary was requested to circularise Branches with less than 75 members to apply for assistance if such is required. All applications will be considered by the Executive Committee and a report with recommendations submitted to the next District Meeting. The Nalco representatives on the Staff side of the West Riding Joint Council were appointed. At the conclusion of the meeting the delegates were entertained to tea at the Municipal Officers' Dining Club, Park Lane, by the Leeds Branch, who were heartily thanked for their hospitality.

The Annual Meeting of the Wiltshire Branch was fairly well attended. Mr. W. T. Price (the Retiring President), in giving a short review of the year's work, thanked the officers and members of the Executive Committee for their interest and assistance during the year. The reports of the Hon. Secretary (Mr. T. H. Lucas) and the Hon. Treasurer (Mr. W. J. Rollett) were presented and adopted. The members were privileged to listen to the following representatives who were present from the Bath Branch of N.A.L.G.O.: J. Basil Ogden, Esq. (President), Mr. W. E. Eyles (Hon. Secretary), Miss N. Lapham (Secretary to the Mayor of Bath, and Editor of the Bath Journal, the "Nalgonian"), and Mr. H. Hunter (Social Secretary), who outlined the different sections of N.A.L.G.O. work undertaken by the Bath Branch.

Members attended in good numbers at the Annual Meeting of the East Suffolk Branch, at the County Hall, Ipswich. On the proposition of the retiring President (Mr. E. Roper), Dr. H. M. Cade was elected unanimously as President for the year. The Annual Report showed the membership of the Branch to be 145 (including 31 officers of District Councils).

Ayont the Tweed.

These are the days of our Branch Annual Meetings. All of them have an interesting—some more so than others—but to take each Branch and the who presided, and what officers were elected would be tedious and tiresome. A general impression of one or two leading features will probably prove more interesting. One very gratifying feature disclosed by the Annual Branch Reports is an increase in the membership. In Edinburgh, Dundee, Aberdeen, Lanarkshire, Renfrewshire, North of Scotland, Fife and Kinross and Greenock increases were reported. In Dumfriesshire, and one or two other branches, the membership is practically the same. Only in Glasgow was a small decrease reported, but a number of arrears of subscriptions are still to be collected, so that the decrease in that Branch may yet be turned into an increase.

The *Dumfriesshire* Meeting was, as usual, the liveliest of the lot. Our old friend Mr. John A. Fraser was at the top of his form. Few appointments are made in Dumfriesshire without discussion. When someone, proposing the appointment of a new President in place of Mr. Allan, who has ably filled the post for the last year, said that he did so on the principle that honours should go round, Mr. Fraser at once got to his feet and roundly repudiated the suggestion that the absurd phrase "honours should go round" expressed any sound principle whatsoever. It meant, if it meant anything, that some day they might appoint a congenital idiot to the chair. If they had the best men in office, then they should retain them in office, even if it were for a lifetime. After this oratorical effort, the President was unanimously re-elected. The *Fife and Kinross* meeting was very largely attended. The Right Honourable William Adamson, Secretary for Scotland, had agreed to be present, but owing to an important official engagement he arranged for his Parliamentary Secretary, Mr. Westwood, M.P., to take his place. On the morning of the meeting, however, Mr. Westwood's train died suddenly and we had, therefore, no parliamentary representative present. Mr. Archibald and the O.S., without titles or distinctions, and their little bit, and many members so took part, so that in the end the meeting was voted both interesting and successful. The Branch is one which consists largely of Chief Officials, and Mr. William Wilson, the Secretary, has the complete confidence of the members, and ably discharges his

duties. At the *Aberdeen* meeting, which was also very largely attended, we had an informative address from our Honorary Solicitor, Mr. George S. Fraser, on the new Local Government Act. After the meeting, the majority of those present adjourned to a fine Supper in the Athenaeum Restaurant, where there was not only good fare, but also many good stories. The *Glasgow* meeting was held in Craig's Tea Rooms, when tea was served prior to the meeting, and was well attended. Dr. McGregor, the President, gave an excellent résumé of the main provisions of the Local Government Act, particularly of the compensation clauses, and at the close of the routine business he distributed the prizes to the winners in the various Sports Competitions. The meeting in the *Stirling and District* Branch was notable for a speech by Mr. Alexander Morrison, the President, in which he pointed out in forcible language the malpractice of the Central Department in asking County Councils to proceed with the drafting of Schemes before the new Councils, which were to work those Schemes, and on whom the duty of framing them devolved, had come into being. The meeting was also notable for a presentation to Mr. R. G. Millar, the retiring Secretary. Mr. Millar was presented with a timepiece, suitably inscribed, and a wallet of Treasury Notes. The *Lanarkshire* meeting, held in Hamilton, had before them an excellent and detailed Report, for Mr. James Brown, the very capable Secretary, and his assistant, Mr. D. Jamison, rightly believe in giving the fullest information regarding the work of the Association in the Report circulated to the members. Mr. Hugh Begg, the President, gave an interesting account of the arrangements being made for the Nalco Summer School at Keble College, Oxford, in August next, and the members gave an interested hearing, both to Mr. Archibald and to Mr. Mortimer, when they addressed the meeting. The writer was unfortunately unable to be present at the *Edinburgh* meeting—he was at all the others—but he learns that Miss Anderson, the Secretary, submitted an excellent Report showing a substantial increase in the membership, that Mr. Walls, Chairman of the Executive, moved its adoption in a lucid explanatory speech, and that Mr. A. H. Macfarlane, of Dundee, gave a very interesting address, which was highly appreciated by his audience. At the time of writing, the Dundee and Greenock meetings are due to take place, but the reports must be held

over until the next issue of the Journal. Owing to the Xmas holidays in England this issue goes to press earlier than usual.

We wish our Scottish readers "A guid New Year"—our English colleagues being, of course, unable to understand what is meant.

Presentation.

An interesting function took place in the Ca'doro, Union Street, Glasgow, on the evening of Thursday, 28th November, when Miss Margaret G. Thomson of the Tramways Staff was entertained by her colleagues on the occasion of her retirement from the service. The company spent a most enjoyable time at Whist, Tea and Music, and, in the course of the evening, Mr. Robertson, Chief Wages Clerk, on behalf of the staff, presented Miss Thomson with a beautiful Dressing Case, as a small mark of the esteem in which she was held. Mr. Crichton, Cashier, and others also testified to their appreciation of Miss Thomson's personality and abilities. Miss Thomson has been a member of the Glasgow Branch since its inception, and a representative of the Tramways Department on the local executive for many years. She has also been for some time a representative on the Scottish Council, and has been a delegate to the Annual Conference.

Obituary.

We regret to record the death of Mr. Frank A. Kelly, a very active member of the Dumfriesshire Branch, who died after a short illness on 17th November. Mr. Kelly was employed as a clerk in the Burgh Surveyor's Office, Clydebank, and was much liked by his colleagues for his kind and genial disposition. To his wife and family we desire to extend our respectful sympathy.

Personalia.

Mr. W. T. BEER, Assistant Solicitor in the Bath Town Clerk's Department, has obtained a similar position with the Salop County Council. Mr. METCALFE, of the Weights and Measures Department, has been appointed Senior Additional Inspector of Weights and Measures at Bournemouth, and Mr. BOARDMAN, of the same Department, has been appointed as an Additional Inspector of Weights and Measures at Bolton.

Mr. W. G. A. CLARK, the deputy Engineer and Surveyor of Wallington, has been appointed Borough Surveyor of Andover. He was President of the Wallington Branch during the past year, when he proved a very energetic worker for the Association.

The Forum.

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed in this column. No letter will be published unless accompanied by the name and address of the sender, but a nom-de-plume may be sent for publication.

SUGGESTED NALGO MUSICAL FESTIVAL.

With reference to the paragraphs on page 592 of the *Local Government Service* for December, 1929, in my opinion the suggestion of a Nalgo Musical Festival is a very good one.

Our Branch in Hull does not boast of an Orchestra or Musical Society, although I agree with my brother member there is no reason why singers and instrumentalists should not be organised for a National Festival.

For my own part, I am a bass singer, and last June gained distinction at the Hull Competitive Musical Festival held in the City Hall, the adjudicator being Mr. Robert Radford, and if anything *dues* develop, or soloists are needed, you may certainly count on me as an interested Nalgo member in this area.

S. L., Hull.

I was very much interested in your paragraph in the December issue of the *Local Government Service*, regarding above. In April of this year an Orchestra was formed in Dundee, and the members were so enthusiastic that weekly practices were continued during the summer months. Funds were raised by means of a putting competition, golf foursomes, and an evening drive, and our Executive also gave a grant towards expenses.

At present the Orchestra consists of four 1st violins, two 2nd violins, cello, piano, cornet and drums. We have been very fortunate in our Conductor who is most enthusiastic and does what he can to make the practices not only of benefit so far as the music is concerned, but also interesting and enjoyable for all who are present.

As yet we have made only one public appearance—the B. & O. Concert—but we have several engagements to fulfil during the winter, the fees for which will help to pay necessary expenses. The Music is a large item, but if Nalgo Orchestras were formed in various parts of the country, arrangements might be made for a Lending Library of Orchestral Music. This, I think, would be a great help, especially to Orchestras just starting practice.

There is no doubt a Nalgo Musical Festival or Concert would be most interesting and instructive, but the travelling expenses would be a difficulty, more especially for Orchestras in the Provinces. A travelling Adjudicator, of course, might be appointed, but this would get away from the idea of fostering the social element in the Association. Alternatively, Festivals might be arranged for the various districts, say, at London, Cardiff, Manchester or Liverpool, Newcastle, and Glasgow or Edinburgh for Scottish members, provided a sufficient number of entries were forthcoming.

As to Choirs, it has not been found

possible here to form a properly balanced choir, although the effort was made in the Spring of this year, but we are hopeful that by another winter a Ladies' Voice Choir may be started. The great difficulty so far has been to arrange a weekly practice night that will suit every one who is interested.

Lately a Dramatic Section was formed in Dundee, and the members contributed a Duologue and a One-Act Play to the B. & O. Concert in October. The production of two other plays is being arranged, and we hope for great things from the performers in the future. Perhaps a Dramatic Section could be included in the Festival Syllabus.

I trust many Members will write you on this subject, for such a Festival or Concert would be for the good of all, and would stimulate interest in music, etc., amongst Nalgo members in every part of the country.—NELLIE S. WALKER, *President, Women's Section, Dundee and District Branch.*

INDIVIDUAL CHESS CHAMPIONSHIP.

I should like to support the remarks of Mr. A. J. Head appearing in your December issue with reference to an Individual Correspondence Championship open to Nalgoites. This, I am sure, would interest quite a large number of members, especially those who are unable to join a Chess Club or, owing to the smallness of their Branch, muster a team for the "Pullinger Cup" Competition.

A game of this nature, where distance is of no object, would help to bring members together and create a spirit of comradeship so essential for the progress of a large Association like ours.—L. LEWIS, *W.R.C.O.A., Wakefield.*

THE DIPLOMA IN PUBLIC ADMINISTRATION.

I was very pleased to see the letter from your correspondent "Ovensian," in the December issue of L.G.S., and I am glad that he has let your readers know of the facilities which are provided by the University of Manchester for the study of Public Administration.

I do not wish any one to think that I am claiming superiority for the University of London, or that there is any question of precedence or of competition. In this movement there is no room for jealousy or contesting claims. The great objective to be attained is that the spirit of specialised education for the public service should be prevalent in all Universities and Public Departments.

Where London leads the way is in the acceptance of External Students for the examinations for this and for other Diplomas and Degrees. It is a difficult matter for the fully employed Civil Servant or Local Government Officer to find time and opportunity to attend the lectures requisite for the obtaining of a Degree or Diploma as an Internal Student. Manchester University has no facilities for such External Students. The Institute of Public Administration is anxious to promote specialised education for public servants both before and after entry into the Service, and it is for the working

Civil or Local Government servant that London University caters so generously.

I fully acknowledge that the Degree of Bachelor of Arts (Admin.) granted by Manchester, or the Degree of B.Sc. (Admin.) granted by London and other Universities, testify to far greater achievement than does the Diploma of London or the Certificate of Manchester. Let those who have the time and the ability take the full Degree course, by all means, and obtain the higher honour. But the Diploma course at London is of recent introduction, and that is why I am anxious to attract attention to the great opportunity which it offers.

I believe Liverpool, Glasgow, Sheffield, and other Universities also have courses in Administration.—J. T. E. A. WADDELL, *I.P.A., London.*

CLACTON FOR OUTINGS.

Should any Branch Secretary be arranging an annual outing and be desirous of coming to Clacton-on-Sea, which is a good spot for an outing or a holiday, or any member require information, I should be only too pleased to forward him an official guide or give any information I can to help to make his outing or holiday a success, and with regard to Branch Secretaries, assist them to obtain the best possible accommodation for their parties during their stay in the town, giving my name and address. I found, when I arranged an outing last year, that, by writing the Branch Secretaries of the places I thought of visiting, I obtained some very useful information, and I should like to help others who may be desirous of coming our way, in the true Nalgo spirit.—C. H. JOSLIN, *Branch Secretary, Town Hall, Clacton-on-Sea.*

The Nalgo Cruise.

Morocco, Canary Islands, and Madeira, 1930.

The general arrangements for the Nalgo sea cruise for 1930 have now been settled. The whole of the passenger accommodation of the s.s. "Ardeola," one of the newer boats of the Yeoward Line, has been secured, and we expect that 121 happy voyagers will leave Liverpool on Friday, 22nd July, 1930, to follow a most fascinating tour which includes Morocco, Canary Islands and Madeira. In 1928 Morocco was included, and the two calls there were keenly appreciated by those who were fortunate to make the Cruise that year: this year Madeira is added.

Last year's experiment of a shorter Cruise, covering 16 days, did not make the wider appeal that had been expected, and the National Executive Council has decided to revert to the three weeks' Cruise for 1930. The itinerary is as follows:—Liverpool, Tangier, Casa-blanca, Santa Cruz, Las Palmas, Madeira, Liverpool. The charge of £25 covers the voyage from Liverpool and return, including other expenses and gratuities on board. Shore excursions will be arranged at the various ports of call, but these are optional and additional.

The 1930 Cruise itinerary is the best yet, and there is bound to be a rush for berths. Applications will be numbered in order of receipt, but to secure a berth, booking a deposit of £1 is necessary.

Social Events.

The past six weeks have seen intense activity on the social side of the branches. Annual Dinners, Dances, Whist Drives, and other excuses for organised enjoyment have been held to the great pleasure of the participants and to the credit of the organisers.

The seventeenth Annual Dinner of the Nottingham Branch, held on 29th November, was a landmark in the annals of the Branch, because first, it was held in the magnificent Banqueting Hall of the new Council House, and second, it marked the adoption of the Superannuation Act by the City Council. Mr. W. J. Board, Town Clerk of Nottingham, presided over a large attendance, which included the Lord Mayor of Nottingham (Councillor W. Wesson), Alderman H. Bowles, Alderman Sir Bernard Wright, Alderman A. Young, Mr. A. P. Johnson, President of the N.A.L.G.O., and Mr. L. Hill, General Secretary.

In proposing the toast of "The Corporation of Nottingham," Mr. Board said that the Corporation had been more active since the war. He instanced the building of the Council House, and expressed the gratitude of the staff that they had been allowed to hold their Annual Dinner in the magnificent Banqueting Hall.

In his reply, and in proposing the toast "N.A.L.G.O.," the Lord Mayor, referring to the N.A.L.G.O., mentioned that in Nottingham 90 per cent. membership had nearly been attained; "Very few organisations attained this ideal," he said, and added: "We shall all hope that this will very soon be achieved by you. You referred with great pleasure to the Superannuation Scheme which the Corporation have passed, and for which you have been working and striving for many years now. The Corporation did not have the easiest of journeys over this difficult road. There was a great deal of popular prejudice, all of which is very well known to you. I think the time will come when the City will recognise, as the City Council has done, the justice of the Superannuation Scheme. Reference has been made to the gratitude of the Association for the loan of this splendid chamber for this banquet. I am sure we all feel that in loaning this building to you we were doing something which was quite right and proper. You are servants of the city, giving faithful service, and being faithful servants, surely we are not conceding anything in having you here as honoured guests in the City House. You are only a trades union, after all. You are combined together very properly in the interests, not of one, but of the whole, and in protecting the interests of those who are going to come after."

Mr. A. P. Johnson, after thanking the Lord Mayor for his kind words of encouragement, said he had especial pleasure in being present for three reasons:—First, to congratulate the Chairman on his election as Chairman of the Law Committee of the A.M.C.—the blue ribbon of the Town Clerk. Second, for a personal reason. He desired to thank the Branch

for the part they took in the presentation of his portrait at Hastings. Third, he wanted to congratulate them on the adoption of the Superannuation Act by the City Council. Mr. Johnson added his pleasure as an old Nottingham man in attending. He felt he had cemented old friendships and made new ones.

Mr. H. Creasey, Chairman of the Executive Committee, proposed "The Visitors." In replying, Alderman Bowles said the Corporation and the officials had benefited from the work of the Association. In a reference to the changes in 1930, he said that another great public body was coming over to the City Council, and added "I am speaking for the whole City Council in saying that in future we do not want two or three organisations coming to the Salaries Committee. We want one coming to speak with the voice of the whole of the officers employed under us."

The Gwent Branch Annual Dinner was a most enjoyable function. Mr. L. A. Wallen, Clerk to the Nantyglo and Blaina Urban District Council, and President of the Branch, presided, supported by the Chairman of the Bedwelly U.D.C., the Bedwas and Machen U.D.C., the Nantyglo and Blaina U.D.C. and the Llantarnam U.D.C., Mr. E. A. Chapman, N.E.C., Mr. Frank Williams, Chairman of the District Committee, and Mr. W. J. Blainey.

Leicester Branch Annual Dinner, held on 4th December, was a marked success. The President of the Branch (Mr. A. T. Gooseman, City Engineer) proposed "The Lord Mayor and Corporation," and expressed keen appreciation at the very harmonious relations that existed between the Council and the officials. The Lord Mayor in replying, and Alderman J. Thomas in proposing the toast "N.A.L.G.O.," both paid high tributes to the officials.

Dr. W. Stott, Medical Officer of Health, presided over the West Bromwich Annual Dinner, supported by the Mayor (Councillor S. Crump), Alderman C. S. Bache, and other members of the Council. In proposing the N.A.L.G.O., Alderman Bache said he had noted with pleasure the happy associations between members of the Council and the N.A.L.G.O. officials. During the coming year a great many changes would take place, and it might be the N.A.L.G.O. would double its membership locally. Certainly the number of officials would increase, and he hoped they would continue on similar lines to the past.

The Ashton-under-Lyne and District Branch held a most successful Whist Drive and Dance in the Town Hall on the 1st December, when the Mayor and Mayoress (Dr. and Mrs. C. S. Spencer) were amongst the guests. A thoroughly enjoyable time was spent, and the proceeds are in aid of the B. & O. Fund.

The annual social gathering of the members and friends of the Dukinfield Branch was held on the 4th December. The Mayor and Mayoress were amongst the guests (numbering about 150), who enjoyed an excellent programme of Whist and Dancing.

The first of the series of Whist Drives and Dances organised by the Stockport Branch took place on the 21st November, when there was a large attendance and the evening was delightfully spent. These most successful functions organised by the Stockport Branch are now coming to be looked upon as a sort of re-union amongst all the friends, and the B. & O. Fund benefits considerably by these efforts.

The Wallasey Branch have an excellent band of women members who promote their social activities and under the direction of Miss Snapo a most enjoyable Whist Drive and Dance was recently promoted, and the B. & O. Fund will benefit by their efforts.

An enjoyable evening was spent in the Parry Hall by the members and friends of the Warrington Branch on the occasion of their annual Dance in aid of the B. & O. Fund. Among the guests was the Mayor (Councillor Frank Stringer), and the whole of the arrangements were very ably carried out by the Ladies' Committee.

The Annual Dinner and General Meeting of the Oldham Branch was held on November 22nd. Two hundred and twenty members were present out of a total membership of three hundred and six—a record attendance. The President of the Branch, The Worshipful the Mayor of Oldham, the Vice-President, the Deputy Mayor of Oldham, the Chairman of the Finance Committee, and Mr. Geo. Carter, of Stockport, were present and addressed the meeting. A Concert was afterwards given by a number of talented artists.

The first of a series of Dances was held by the Bath Branch in the Banqueting Room of the Guildhall on the 29th November, and a good company of members and friends spent a very enjoyable evening. A Whist Drive and Dance, in aid of the B. & O. Fund, will be held on New Year's Eve.

The Annual Dinner of the Thames Conservancy Staff Association followed the Annual General Meeting on the 27th November. Mr. Buswell, Chairman of the Branch, presided over a record attendance. The younger members of the Branch took a prominent part in the toast list, and acquitted themselves with distinction. During the evening three presentations were made. Mr. Buswell received a gold watch as some recognition of the magnificent work he has done for the Branch. Two colleagues retiring on superannuation received, respectively, a gold hunter watch and a silver cigarette case.

The President of the Association, Mr. A. P. Johnson, was present at a well attended Dinner held by the Middlesbrough Branch on the 6th December. Dr. C. V. Dingle presided, and he was supported by the Town Clerk (Mr. Preston Kitchen), the Mayoress (Mrs. Kcdward), the Deputy Mayor (Councillor G. Alexander), and a number of members of the Council. The Toast of Nalga was proposed by Councillor J. Hamill, and was responded to in a humorous and witty speech by Mr. A. P. Johnson.

After the Middlesbrough Dinner, Mr. Johnson proceeded to a similar function at Darlington, and addressed the assembled company late in the evening.

U. attendance at both functions was

Mr. A. J. Phillips, President of the Journemouth Branch, referred at the Annual Dinner to the time when there were only 18 officials. The Branch now has a membership of 249—90 per cent. of the possibles. The Mayor (Mr. Percy M. Bright) was brief but warmly genial in his wishes. Mr. A. A. Garrard (N.E.C.) spoke on the B. & O. Fund, and the value of the Association in its work as between Councils and staffs.

A dance organised by the Clacton Branch was attended by nearly a hundred members and friends. Among those who were present during the evening were the Chairman of the Council, Mr. Councillor Ball, J.P., Mr. Councillor E. E. Clark, Mr. H. Jones, the Accountant to the Council and President of the Branch, and Mr. Aiston, the Surveyor.

Members turned up in full force for the first Annual Dinner of the Canterbury and District Branch. Replying to the toast of "The Visitors," Commander E. Duffett, O.B.E., R.N., said he found that one of the objects of the Association was to foster good relationship between Councils and their staffs. During his eight years of service he had endeavoured to do that. The educational side of the Association's work was a very fine thing, because education was the greatest asset that any young man or boy could have. He could only hope that that recently formed Branch would be a great success.

The Heywood and District Branch organised a very successful Whist Drive and Dance, under the patronage of the

Mayor and Mayoress, on the 26th November, in aid of the B. & O. Funds, which was attended by 220 persons. It is expected that the funds will benefit to the extent of £15. The Annual Dinner held on 14th December was attended by 40 members, and was voted a great success.

The first Annual Dinner and Dance of the Middleton Branch was held on the 15th December, and was attended by the Mayor (Alderman A. Hilton, J.P.) and the Mayoress (Mrs. A. Hilton). The proceeds are to be devoted to the B. & O. Fund.

The Annual Dinner of the Reading and District Branch was most successful. Mr. John Walker, president, presided, supported by the Mayor and Mayoress, Mr. R. J. Venner and Miss Venner, Mr. C. S. Johnson (Town Clerk) and Mrs. Johnson, Dr. H. J. Milligan (Medical Officer of Health), Mr. A. D. Aust (Borough Accountant) and Mrs. Aust, Mr. T. A. Burrows (Chief Constable), Mr. F. V. Merriman (Chief Education Officer), Mr. L. C. Walker (Waterworks Manager) and Mrs. Walker, and Mr. W. P. Fox (Chief Organising Secretary).

The newly formed Southall-Norwood Branch had its first Annual Dinner on the 28th November last. Mr. Herbert E. Burwell (The President of the Branch) was supported by the Chief Officials and members of the Council's staff and their friends to the number of 48.

The Mayor of Weymouth (Mr. Percy Boyle), the Town Clerk (Mr. Percy Smallman) and members of the Town Council attended the Whist Drive and

Dance held under the auspices of the Weymouth and Portland Branch. A result of the function £3 15s. is being handed over to the B. & O. fund.

A very interesting and instructive Lecture was given to the members of the Essex C.C. Branch on the 19th November by Dr. J. S. Bridges, M.A., B.Sc. (Director of Education to the Willelston Urban District Council), entitled, "Animal Life past and present." The lecture was illustrated by magnificent slides, the lantern being manipulated by Mr. F. W. Ager. Alderman S. W. Robinson, Chairman of the County Public Health Committee, presided.

The Annual Ball of the Nunclon Branch was again a most striking success. Heartly congratulations to Mr. F. W. Mortimer, the Hon. Secretary.

BATH AND THE B. & O. FUND.

The Bath Branch are endeavouring to give a much greater measure of support to the B. & O. Fund, and Mr. F. Cooper of the Waterworks Department, has set out to achieve the 100 per cent. membership.

Mr. W. PICKARD, (Deputy Librarian, a member of the Bermondsey Branch from its inception, and a keen worker in all its activities, was the recipient of an arm chair, clock, case of pipes, and fish server on behalf of his colleagues and members of the Branch, with the best wishes of a for his future health and enjoyment in his retirement from the service.

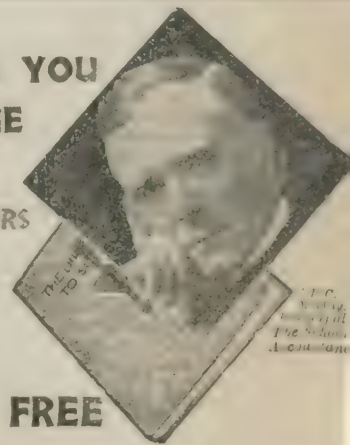
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'Help Yourself' Society.

67. GIFTS FOR N.A.L.G.O.

The sale of "Help Yourself" equals in aid of the N.A.L.G.O. benevolent and Orphan Fund was a success, and we are pleased to report that 34,284 copies were sold. This will result in about £2,600 being sent to the Fund by the "Help Yourself" Society. It is not yet known how many other charitable institutions sold more copies than N.A.L.G.O., but it is thought that N.A.L.G.O. is fourth on the list. A bid was made for first place, and another determined effort will be made next year.

An official from N.A.L.G.O. Headquarters was present at the Allocation of Gifts, and he is able to report that the scheme is run in a highly satisfactory manner. We would have been glad to have congratulated a N.A.L.G.O. member on receiving one of the Motor Cars, but after perusing the following list it will be agreed there is no cause for grumbling.

Gift 1847. Cone Loud Speaker
Mr. B. Richardson (Houghton-le-Spring Branch). F.C. 621.

Gift 1676. Dozen Shaving Sticks.
W. Castle (Bromley Branch). F.H. 1954.

Gift 431. Six tins Madras Curry
Mr. L. S. Jones (Bromley Rural Branch). F.H. 331.

Gift 1845. Cone Loud Speaker
Mr. — Griffiths (Hampstead Branch). F.H. 1954.

Gift 98. Dozen bottles of Sherry.
C. Townsend (Hampstead Branch). F.H. 1962.

Gift 1191. A Mabie Todd "Fyne
Pencil." Miss I. Hay (Hampstead Branch). F.H. 1995.

Gift 1281. Dozen Shaving Sticks.
S. Young (Heston and Isleworth Branch). F.J. 13.

Gift 164. Dozen bottles of Port.
E. Rowe (Poplar Branch). F.J. 1460.

Gift 1039. Dozen tablets of Soap.
Short (Port of London Authority Branch). F.J. 1867.

Gift 1596. Hamper containing
Ass of Ox Tongue, Brisket Beef,
Pickles and six jars Potted meat.
Wood (Port of London Authority Branch). F.K. 125.

Gift 739. Cone Loud Speaker
Mr. D. Crosier (St. Pancras Branch). K. 523.

Gift 640. 100 "Goldflake" Cigs. in
Black Cabinet. D. Bales (Shoreditch Branch). F.K. 544.

Gift 1917. Dinkie Pen and Pencil
Mr. P. Horswill (Shoreditch Branch). K. 639.

Gift 1527. Mounted Fountain Pen.
Mulqueen (Southwark Branch). F.K. 558.

Gift 606. Gold Mounted Fountain
Pen. A. A. Whalley (Blackburn Branch). K. 558.

Gift 1530. Mounted Fountain Pen.
J. Turrall (Blackpool Branch). F.L. 829.

Gift 1096. Dozen Bottles Chateau
du Roi. W. M. Longworth (Bolton Branch). F.L. 882.

Gift 1032. Dozen Tablets Soap.
Miss P. Smith (Manchester Branch). F.M. 816.

Gift 1380. Coloured Portable
Typewriter. P. Braddock (Manchester Branch). F.M. 875.

Gift 1974. Gift Box containing
Fruit Serving Spoon, "Community
Plate." E. Geeling (Southport Branch). F.M. 1705.

Gift 465. Free Doubles of £250
Lincoln Handicap and Grand National.
Miss A. Rimmer (Southport Branch). F.M. 1726.

Gift 1713. Plate of Turtle Soup
every day for a week. M. Highton
(Southport Branch). F.M. 1775.

N.B.

**Branch Secretaries who require
Application Forms for persons
desiring assistance from the
B. & O. Fund are requested
to apply to Headquarters for
the latest Form which has
been printed.**

Gift 290. Portable Typewriter—
Value £14 14s. F. E. Peterson
(Middlesbrough Branch). F.N. 632.

Gift 517. Books to the Value of
£3 3s. I. Whipp (Newcastle-on-Tyne Branch). F.N. 779.

Gift 1901. Lady's Hide Blouse
Case. R. F. Foster (Northumberland Branch). F.N. 870.

Gift 1405. Pair Imitation Tor-
toiseshell and Rolled Gold Pince-Nez
for Sun Glare and Motoring. M.
Turpin (Sunderland Branch). F.N. 1095.

Gift 1621. Dozen Shaving Sticks.
N. Mothersdale (W. Hartlepool Branch). F.N. 1240.

Gift 1329. Nickel Plated Electric
Iron. H. Shepherd (Bradford Branch). F.N. 1412.

Gift 1906. Pair Imitation Tortoise-
shell and R. Gold Pince-Nez for
Motoring and Sun Glare. G. F.
Thompson (Hull Branch). F.N. 1961.

Gift 1086. Dozen Bush Roses, in
Varieties. S. Pool (Hull Branch). F.N. 1985.

Gift 1399. Electric Iron. H. Poin-
ter (Sheffield Branch). F.O. 1123.

Gift 1235. Dozen Shaving Sticks.
P. Millward (Sheffield Branch). F.O. 1264.

Gift 160. Gillette Traveller Gold
Set. W. G. Wood (York Branch). F.O. 1652.

Gift 1337. Pair Kryptack one-
piece or Solid Bifocal Lenses. W.
Hudson (Kettering Branch). F.P. 212.

Gift 1015. Dozen Tablets Soap. A.
Garner (Lincoln Branch). F.P. 355.

Gift 2055. Set of 4 K.L.G. Plugs.
W. H. Goddard (Nottingham Branch). F.P. 648.

Gift 44. 16-Guinea Overcoat. H.
Savage (Newcastle-under-Lyme Branch). F.P. 1149.

Gift 976. Cone Loud Speaker Unit.
W. Perks (Nuneaton Branch). F.P. 1201.

Gift 1548. Mounted Fountain Pen.
A. Ward (Shrewsbury Branch). F.P. 1404.

Gift 453. Free Doubles £250 on
Lincoln Handicap and Grand National.
W. Gay (Walsall Branch). F.P. 1824.

Gift 255 12-Guinea Lounge Suit.
J. P. Holder (Worcestershire Branch). F.Q. 16.

Gift 39. Tennis Racket and dozen
Balls. Mrs. Marshall (Cambridgeshire Branch). F.Q. 519.

Gift 596. Two Hot Water Bottles.
N. R. Neeve (Cambridgeshire Branch). F.Q. 563.

Gift 1692. Pair Rolled Gold Pince-
Nez. A. J. Godden (East Sussex Branch). F.R. 21.

Gift 1778. Model C. 10 Radiophone in
Oak, value £3 15s. G. R. Plater (S. E. District Branch). F.R. 1051.

Gift 1132. Blackbird Pen. F.
Higgs (Devon C.C. Branch). F.S. 254.

Gift 1415. Lady's Pen and Pencil
Set. R. Pugh (Aberdare Branch). F.S. 1535.

Gift 1428. Fountain Pen. G. Es-
pink (Newport Branch). F.T. 27.

Gift 440. Box 20 Grant's Morella
Cherry Brandy babies. E. J. Arnold
(Newport Branch). F.T. 147.

Gift 1064. Dozen Tablets Soap.
G. W. Tweedale (Port of London Author-
ity Branch). F.T. 1907.

Gift 1598. A Box ticket Value
£2 8s. N. Bichard (Barry Branch) F.U. 1377.

Gift 1107. Pair Grosvenor Spec-
tacles. G. M. Randall (W. Sussex Branch). F.V. 528.

Gift 1570. Box Wellington Polish-
ing Specialties. W. C. Hunt (Lewes Branch). F.V. 755.

Gift 1002. A Shave every day for a
Month. J. Thomas (Newcastle-under-
Lyme Branch). F.V. 880.

Gift 1725. S. Rhodesian Tobacco
and Cigarettes to Value of 2 guineas.
Mrs. Hollier (Shoreditch Branch). F.V. 1762.

Gift 1780. Complete set Dentures
for recipient or nominee. Miss M.
Backhouse (Grimsby Branch). F.V. 1912.

Gift 1485. Model C. 12 Radio-
phone Valued £5 12s. 6d. G. Jones
(West Sussex Branch). F.W. 499.

Gift 890. Primus Wickless Oil
Stove. C. Lee (Leeds Branch). F.W. 713.

(Continued on page 24.)

Northern Ireland.

Recognition of 1922 Act on Transfer.

The Belfast Corporation have applied for leave to bring a Bill before the Parliament of Northern Ireland to empower the Corporation to recognise the 1922 Act when calculating the superannuation allowance of any officer who may have transferred from an English Authority which had adopted the Act.

The exact phrasing of the clause is as follows:—

"To empower the Corporation and to deem the Corporation to have been empowered to contract with any officer entering their employment during or after the year 1928 and whose last preceding employment has been in the service of a Local Authority in Great Britain which has adopted the Local Government and Other Officers' Superannuation Act, 1922, or has been subject to any similar enactment containing compulsory superannuation provisions:—

"(a) To recognise for the purposes of the Local Officers' Superannuation Act (Ireland), 1869, the whole or any lesser period of the previous service of such officer in Great Britain which such officer at the time of leaving the employment of such Local Authority would have been entitled to be credited with in respect of his superannuation rights under the said Local Government and Other Officers' Superannuation Act, 1922, or any such similar enactment as aforesaid as if such service had been service in the employment of the Corporation; and (b) to pay to such officer such superannuation allowance under the said Act of 1869 as may in accordance with its provisions be authorised or allowed by the Governor of Northern Ireland.

"To provide that any such contract as aforesaid may be made subject to the payment to the Corporation by the officer concerned of a lump sum and to such other terms and conditions as the Corporation may think fit.

"To provide that on any such contract as aforesaid being entered into the period of the previous service in Great Britain of the officer concerned which the Corporation thereby agree to recognise shall for all or any of time purposes of the Local Officers' Superannuation Act (Ireland), 1869 (as may be agreed on), be added to and deemed to be part of such officer's period of service with the Corporation."

Negotiations with Authorities.

The D.O.S. has interviewed the Gas, Water and Electricity Committee at Darlington with a view of obtaining full official status for the Water Inspectors, more particularly with regard to the extension of their Annual Leave. The Committee decided to recommend the request, subject to adjustments in certain matters which we understand have now been satisfactorily settled.

The D.O.S. attended a Ministry of Health Inquiry at Bradford, in respect of an extension of the City Boundaries by the inclusion of the area of the Clayton Urban District Council. The Compensation Clauses, which have now been confirmed by the Ministry of Health, may be regarded as satisfactory.

The Normanton Urban District Council have agreed to interview the D.O.S. on the question of Salaries.

Inquiries for Amalgamation of Areas have been attended by the D.O.S. at Ellesmere Port and Bebington, and a further Inquiry will be attended at Sale (Ches.) shortly.

The members of the Staff of the Kiveton Park Rural District Council have formed a Branch of the Association. Mr. J. P. Murray, Assistant Clerk, is the Hon. Secretary and Treasurer of the Branch.

History and Government

"Nullus liber homo capiatur, vel imprisonetur, dissesaiatur, . . . nisi per legale iudicium parium suorum vel per legem terrae." So runs the famous clause in Magna Charta in 1215. Tyranny on the part of the administrators had led to such discontent that the Barons, people of the Kingdom rose up and forced King John to sign the charter of liberty.

Are we on the verge of a similar event, are we to see a new charter signed in our own times? A power certainly comes to light quite recently which seems to be developing in our system—Bureaucracy. Bluntly, the usurpation of legislative and judicial authority of the whole of His Majesty's subjects, to the exclusion of Parliament and of the Courts of Justice by the Government Departments in Whitehall.

Professor J. H. Morgan, K.C., asserts that "it is an exaggeration whatsoever to say that, except in the sphere of personal liberty, i.e., immunity from unlawful arrest and detention, a British subject is far less protected from arbitrary government than the subject in France or Germany. Less also than his fellow-subjects in the Dominions, where, most notably in Australia, they have been granted legal remedies against the Crown which in this country are non-existent. And less, far less, than in the United States, whose constitution secures to every subject a right to "due process of law," enforced by the ordinary Courts of Justice, against any and every act of the administrative hierarchy. England is to-day, of all countries with representative institutions, the most bureaucratic governed in the world."

Around this subject a whole body of research is growing. We reviewed some months ago a book by Dr. Robinson, "Justice and Administrative Law," in our last issue. It is notes on the Lord Chief Justice's book, the Press taking the subject up daily, and we have "Administrative Law" by Dr. F. J. Port.* The latter is a valuable addition and is a scholarly attempt to deal comprehensively with the question setting it in its right historical and international position.

The student of Local Government must be a student of History, and nothing can be more entrancing than the gradual growth of the administrative machine. For an interesting review of the outstanding qualities of the kings and queens of this country† one can find many of the seeds from which have sprung practically all our local and central administrative departments. Let us get also from the literary history of England‡ the forces that were moving amongst the populace, in the countryside and the village. Most of the literature which remains with us has an intellectual, political, or social background. By all means let us read with the trained mind to see the whys and the wherefores of everything, and then we shall know that change is inevitable. Deane and Cobbett have contributed to our history as much as James I and Victoria. There have always been progressives and moderates, and there is safe knowledge to be gained by an impartial study of all these influences. Professor Graham Wallace says: "During the last hundred years in all civilised communities of the world the function of Government have changed from being negative to being positive, that is to say, Governments have come to be engaged, not merely in preventing wrong things from being done, but in bringing it about that right things should be done. The cause of this change is, in the main, the growing complexity of human society resulting from scientific discovery."

* "Administrative Law," by Dr. F. J. Port, published by Messrs. Longmans (21/- net.)

† "The Kings of England," by the Hon. Clive Bigham, C.M.G. C. published by John Murray (21/- net.)

‡ "A Literary History of England," by Bernard Groom, M.A.; published by Messrs. Longmans (6/6 net.)

Legal Advice.

Arrangements have been made with a Lawyer, with life experience in Local Government work, to answer any legal question on any phase of Local Government administration.

Questions should be addressed to—

The Editor (Legal Department);

"The Local Government Service,"

24, Abingdon Street, Westminster, S.W.1,

and be accompanied by a stamped addressed foolscap envelope and a remittance of two shillings for each question.

This feature is intended for the personal use of members of the Association, and the nominal charge of two shillings is made in order to prevent unnecessary or idle questions being raised, and the value of the assistance offered being used unreasonably.

Income Tax.

Question No. 249.—(1) In 1925, my Council erected certain houses under the Act of 1924, and on account of the additional duties thrown upon me at the time of the preparation of the contract, general office work, loan negotiations, etc., they agreed to make me a grant for this work, such grant being purely for the extra work. This payment (made in small amounts during the process of the building) was covered by a minute of the Council. As an additional security, however, from my point of view I got the Council to seal such resolution in a kind of quasi agreement, although strictly speaking such an agreement was not necessary as I could rely on the resolution in the official minute book for the legal binding. This arrangement was also proceeded with in a further housing contract in the following year.

(2) In December, 1927, my Council made me a grant of £20 for extra duties performed during that year in connection with the Rating and Valuation Act.

(3) In 1928 I performed some work for another Local Authority,

but before commencing this work I stated I would perform it for a fixed sum (this sum being paid to me on completion of the work).

(4) As Clerk of the Council I conduct the annual election of Councillors. On two occasions, however (at an interval of three years), I have also conducted the election of Guardians jointly with that of the Urban Council.

With regard to (1) above.—Having been assessed and paid on the amount received, can I not make a claim on the Inland Revenue for a refund of such tax on the grounds that such payment should be termed "casual profits"? In support of this contention that such payments were "casual" I suggest that they could not be termed (a) "annual income," (b) "there was no continuity between the first scheme and the second one, e.g., some time elapsed between the completion of the first scheme and the decision to start the second one, and the Council had no fixed intention during the process of the first scheme of ever starting the second scheme," and (c) the fact that the resolution was under seal in a quasi agreement cannot term the "service" as being rendered under "agreement."

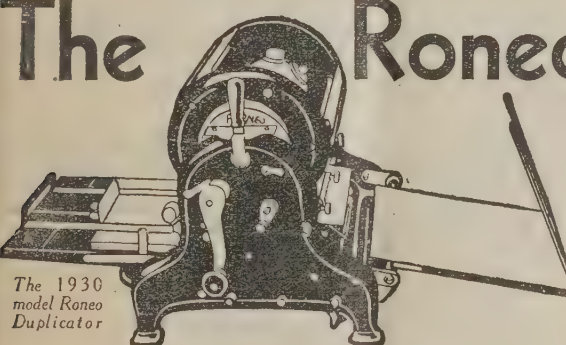
With regard to (2) above.—Can I claim that this too is "casual work," the payment for same being "casual profits," and as such not assessable with my ordinary fixed annual salary for tax?

With regard to (3) above.—Can this be classed the same as (2) above?

With regard to (4) above.—Can I claim that the fee paid to me for the "Guardians" portion of the election is "casual profits" and not assessable for tax? I presume the U.D.C. election being annual, that fees for this work are assessable.

Answer.—(1) This is a very thin argument, for undoubtedly the emolument comes to you in respect of your office, and was admittedly extra payment for extra work done, and moreover payable under contract, and so cannot be regarded or claimed as a gratuity. We are sorry to say so.

(2) If the work was actually peculiar to the first bringing of this Act into operation and not possibly of a recurring nature we should claim it as casual. An emolument attaching to future quinquennial revaluation would be of a different character and assessable.



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(3) We think this is a profit in the nature of a professional fee.
 (4) Yes, assessable. In the "Justice of the Peace" of July 26th, 1926, page 433, Q. 7, a distinction is drawn where a Clerk to a R.D.C. acted as Presiding Officer at a Parliamentary Election. We agree that this was unusual, but in your case the emoluments are directly attributable to your office.

Rent Restriction Act.

Question No. 251.—I shall be much obliged for information on Rent Control in connection with the following instance: I am the owner of a house which is let (weekly) in two separate tenancies. 1st Floor—4 rooms and bathroom, etc. Ground Floor—3 rooms and scullery, etc. The first-floor flat is entirely enclosed at the foot of the stairs, with a door which is locked by the tenant. This tenant passes through the hall (from which the rooms of the ground floor tenant open out) to reach the front door common to both flats. Up to 7th May, 1928, both flats were "controlled" the tenants paying extremely low rents. At this date the first-floor tenant vacated the flat, which, after a lapse of 6 weeks was re-let, the new tenant paying an increased rent. The ground-floor tenant has now asked for a sum of £30, on receipt of which they will leave the flat in my hands. On my refusing to do this, they informed me that the first-floor flat is still "controlled," notwithstanding the change of tenant, and that neither flat will be "decontrolled" until the present ground-floor tenant leaves. The reason being, according to them, that each flat has not its own independent front door. I am now threatened that unless I make them this "present" they will "take steps," this being apparently nothing less than getting the first-floor tenant to demand the appropriate rent for a "controlled" flat. The rents of both flats have always been paid direct to me, and the two tenants have not been connected with each other in any way. I shall be glad to know (a) If the first-floor flat is now "decontrolled," leaving me the right to get the increased rent? (b) If not "decontrolled," under what condition will it become so?

Answer.—Are the two tenancies separately rated? They should be. On the facts we think that the first-floor flat is decontrolled. Act of 1923, Section 2 (1). The flat is a "dwelling house" and "the whole of the dwelling-house" has come into possession of the landlord: *Barker v. Hutson* (1928) 44 T.L.R. 761; *Dunbar v. Smith* (1926) 1 K.B. 360; *Lloyd v. Cook* (1928) 44 T.L.R. 761; *Ratkinsky v. Jaick* (1928) 44 T.L.R. 548; *Simson v. Miatt* (1928) 44 T.L.R. 761. The facts are to be distinguished from *Harris v. Stacey* (1929) Court of Appeal, "Law Times" newspaper, August 17th, 1929, page 127.

Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—July, 61; Aug., 63; Sept., 64; Oct., 65; Nov., 67; Dec., 67.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Oct., 1929.	Nov., 1929.	Dec., 1929.
Food (1)	56	59	59
Rent (2)	53	52	52
Clothing (1½)	115	115	115
Fuel and Light (1)	70	75	75
Other Items (½)	80	80	80

The figures in brackets denote the proportion of each item out of a total of 124 as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour now take into account decontrolled rents of working-class dwellings.

The Oldbury Branch continues among the select 100 per cent. class, and the annual report indicates another successful year of activity.

There is a notable increase in the membership of the Worcester City Branch.

The Officers of the Wath-on-Deane Urban District have joined the recently formed Bolton and Thurnscoe Branch.

P.L.A. Upper Division. Widows' and Orphans' Pensions Fund.

The Port of London Authority have approved proposals made by the Upper Division Staff for the formation of a Widows' and Orphans' Pensions Fund. The scheme will be self-supporting, but the Authority have kindly agreed to bear the administration expenses.

Briefly the Fund provides a pension to a widow or (subject to certain restrictions) motherless children under the age of 16, varying from £60 to £168 per annum, according to salary at time of death in the Service or at the date of retirement on pension.

The rates of contribution for existing staff vary from 1½ per cent. to 2½ per cent. of salary, according to age at 1st November, 1929, the date of commencement of the scheme. Double these rates will be payable on pension.

Future entrants into the Service will contribute at the rate of 2½ per cent. of salary and double this rate on pension.

TECHNICAL BOOKS.

THE LOCAL GOVERNMENT ACT, 1929—HOW TO MAKE THE BEST OF IT. By Sidney Webb. Published by the Fabian Society. Price 2d.

Admittedly this little pamphlet is intended for councillors, but the fame of its author makes it worth the study of officials. It deals with the Poor Law sections of the Act, and deals with them from the broader aspects of administration, and shows what can and may be done under Part I and its schedules.

HOW TO TAKE MINUTES. Edited by E. Martin, F.C.I.S. Published by Sir Isaac Pitman & Sons, Ltd. Price 2s. 6d.

The taking and recording of minutes is a subject of great importance, not only to those who do the actual recording, but also to those who have to carry out the duties and instructions embodied in them. For this reason it is essential that the principles on which minutes are based should be thoroughly grasped by their recorders. While this book deals mainly with examples of company minutes, it embodies the consideration of principles and so, in conjunction with the special chapter on the Minutes of a Municipality, is of use to students and juniors.

SEWERS AND SEWERAGE: by H. Gilbert Whyatt. Published by Sir Isaac Pitman & Sons, Ltd. 2s. 6d.

There can be no question of this author's qualifications to write a Primer on this subject, and there is nothing to criticise in the manner in which he has done so. It is only a Primer, and pretends to be nothing more, but it contains more than a treatment of the fundamental principles of its subject, and should prove very valuable to engineers and surveyors as well as to students.

THE LOCAL GOVERNMENT OF THE UNITED KINGDOM AND THE IRISH FREE STATE: by John J. Clarke. Published by Sir Isaac Pitman & Sons, Ltd. Price 12s. 6d. net.

That this work should have reached its fifth edition is sufficient indication of its worth. There can be no doubt that it covers the ground indicated by its title, and covers it so well and clearly that it is recognised as the standard on the subject.

The new edition has entailed a complete revision, is considerably enlarged, and includes very valuable chapters on the Rating and Valuation Acts and the Local Government Act, 1929.

In a foreword to this new edition, Mr. A. P. Johnson (President of the Association) states: "All Local Government Officers are indebted to Mr. John J. Clarke for his very helpful book, and particularly for the careful revisions which are made so frequently, and when changes in legislation make it necessary. To the student of Local Government there is no more useful work." This is high praise from an expert.

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Municipal Reports.

The Departmental Reports issued by various Municipalities make very interesting reading for officials engaged in similar departments, and also provide much instructive matter for students and juniors who are keen to grasp the practical results of the principles and theories they study. It is proposed, therefore, periodically to publish notes on such reports as are received, and we print the first of such notes below.

The Annual Report of the Office of Public Works of the Glasgow Corporation, by Mr. Thomas Somers, M.Inst.C.E., Master of Works and City Engineer, is a compact record of a wide range of activities comprising the works, engineering and architectural departments of a large and progressive city. In regard to streets and roads, the report is minutely informative on construction and maintenance in regard to 614½ miles of roadway, involving capital expenditure of £269,385 and ordinary expenditure of £543,580. It deals also with works in connection with drainage, sewers, baths, hospitals, libraries, parks and markets, and records the progress made in town planning.

Mr. Charles Nowell, F.L.A., is to be congratulated on his report of the year's work of the Coventry Libraries. In it he not only describes the organisation of the various libraries, with copious notes on Home Reading, Junior and School Libraries. He also records his views on "The Intelligent Use of Books," "The Value of Imaginative Literature," and "The Study of the Drama."

The reports of Medical Officers of Health are usually so largely statistical as to daunt all but those directly interested. The report of the Medical Officer of Health of York, in conjunction with the Chief Sanitary Inspector and the Public Analyst, while it makes full use of tables of statistics, illumines them with notes and conclusions. It records with satisfaction an increase in the birth-rate and decreases in both the death-rate and the infant mortality rate. In addition to formal reports on the usual Public Health activities of a large town it describes the efforts made to educate the public in matters of hygiene and the tuberculosis crusade.

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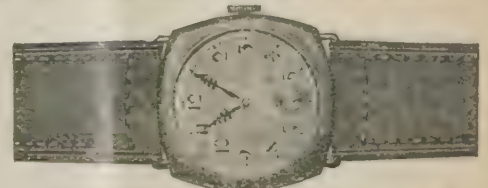
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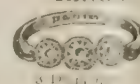


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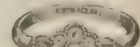
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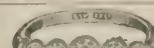
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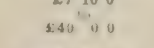
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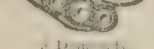
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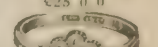


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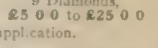
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Sports and Recreations.

Southern District Sports Programme.

At the meeting of the Sports Committee, held at Reading, on Saturday, December 7th, the following programme of Summer Sports for 1930 was decided upon:— (1) *Cricket*—for Llewellyn Griffiths Challenge Bowl. Draft rules for this Competition will be circulated shortly. (2) *Lawn Tennis*—for Southern District Challenge Cup. Two mixed doubles and two gent's doubles, Ladies' and Gent's Singles Championships. Full particulars will be circulated later. (3) *Bowls*—for Horne Challenge Cup. Eight players, double rink principle. (4) *Golf*—If a Golf Competition can be arranged, Mr. D. Llewellyn Griffiths, O.B.E., has kindly promised to present a trophy.

The following dates were fixed for the completion of the rounds in the Cricket, Lawn Tennis, and Bowls Competitions:— *First Round*: On or before May 31st, 1930. *Semi-finals*: On or before June 28th, 1930. *Finals*: In July.

These dates may be subject to slight alteration in the event of there being more entries than will provide for the above number of rounds.

Nalگو Rifle Clubs.

The final round of the "Kickers" Team Handicap took place on the 5th December at the Leeds Tramways Range, between West Riding County Officers and Leeds. Teams of four aside, and the starts were 20 points for Leeds, and 23 for West Riding C.O., each team trying to score exactly 400, including start. When 3 members of each team had shot, the last Leeds shooter required 95, whilst his opponent required 98. The Leeds member scored exactly 95, but the

West Riding C.O. had the misfortune to score 97, and thus Leeds won by 1 point. Individual scores:—Leeds: G. Chapman, 97; L. Farness, 96; S. J. Stott, 92; and G. W. Clarkson, 95; and 20 start = 400. West Riding County Officers: J. F. Bothwell, 96; T. A. Rutledge, 93; N. A. Smithson, 90; F. S. Vernon, 97; and 23 start = 399. Each member of the winning team receives a silver spoon. The following teams have entered for the Winter Competition for the "Greener" Cup:—Bournemouth "A," Bournemouth "B," Dundee, Leeds, Manchester and West Riding County Officers.

Bucks County Report.

The Annual Report of the Bucks. County and District Branch Sports and Social Committee is a record of increasing activity and success. The report embraces Football, Table Tennis, Cricket, Lawn Tennis and Local Activities, and pays tribute to the hard work of the Committee and the keenness of the members. The Committee have had under consideration the securing of rooms for a Social Club, and have made a recommendation thereon to the Executive Committee.

Hackney Branch Cricket.

The Hackney Branch desires home and away fixtures, Saturday or mid-week, with Metropolitan and District Branch teams. Ground:—The Elms, Walthamstow. Secretary, Central Library, Mare Street, Hackney, E. 8. 'Phone, Clissold 2521.

Mr. THOMAS MOSELEY, Clerk to the Lichfield Rural District Council, and Vice-President of the Branch, has been appointed as Sheriff for the City.

(from page 17.)

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Members are requested to bear in mind that questionnaire forms in connection with the scheme of Widows', etc., Pensions, published in the December issue, will be forwarded to each Branch Secretary, during the second week in January, for completion by those members who desire to take advantage of the benefits offered. These forms should be completed and returned to Headquarters, through the Branch Secretary, by Saturday, 8th February, 1930.

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December 31st, 1929

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Paid-up Capital	13,432,968
Reserve Fund	13,432,968
Current, Deposit & other Accounts (including Profit Balance)	£378,529,625
Balances due to Affiliated Com- panies	2,919,564
Acceptances & Confirmed Credits	19,779,218
Engagements	17,695,148
	381,449,189

ASSETS

Coin, Bank Notes & Balances with Bank of England	46,918,243
Balances with, & Cheques on other Banks ..	18,375,202
Money at Call & Short Notice	21,670,909
Investments at or under Market Value ..	32,928,891
Bills Discounted	58,783,657
Advances to Customers & other Accounts ..	210,374,230
Midland Bank Executor & Trustee Co. Ltd.:—Loans on behalf of Clients	164,444
Belfast Banking Co. Ltd.:—Government of Northern Ireland Guaranteed Loans Account	1,800,000
Liabilities of Customers for Acceptances, Confirmed Credits & Engagements	37,474,366
Bank Premises at Head Office and Branches	8,964,535
Other Properties & work in progress for ex- tension of the business	1,213,349
Capital, Reserve & Undivided Profits of Belfast Banking Co. Ltd.	1,448,108
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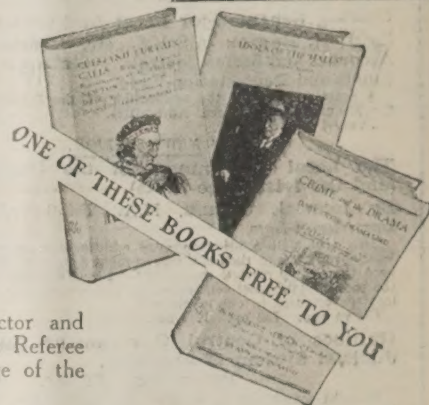
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